

The Welcoming Association
(A Company Limited by Guarantee)

Report and Financial Statements

For the Year Ended

31 March 2019

Company Number: SC398913

Charity Number: SC041952

The Welcoming Association

Report and Financial Statements For the Year Ended 31st March 2019

Contents	Pages
Reference and Administrative information	2
Report of the Management Committee	3 – 8
Independent Examiner's Report	9
Statement of Financial Activities (including Income & Expenditure Account)	10
Balance Sheet	11
Accounting Policies	12
Notes to the Financial Statements	13 - 17

The Welcoming Association

Reference and Administrative Information

Company registration: SC398913
Registered in Scotland

Charity registration: SC041952
Scottish charity

**Registered office and
principal office address:** Unit 1
20 Westfield Avenue
Edinburgh
EH11 2TT

Board of Directors:

The current members of the Board are:

Nick Croft	(appointed 25 July 2019)
Martha Fleming	
Graeme Gibson	(appointed 25 July 2019)
Amadu Khan	(appointed 21 June 2018)
Carolyn Mance	
Sarah Martin	(appointed 23 November 2018)
Sarah Miller	(appointed 23 November 2018)
Haydn Pasi	(appointed 25 July 2019)
Keith Watson	

Also serving during the year were:

Harish Lokhun	(appointed 23 November 2018, resigned 18 April 2019)
Ana Valeria Luciani	(resigned 9 March 2019)
Alison MacDonald	(resigned 3 May 2018)
Pamela Mooney	(appointed 3 May 2018, resigned 25 July 2019)
Daniel Prince	(resigned 23 November 2018)

The Welcoming Association

Directors' Report For the Year Ended 31 March 2019

The members of the Board of Directors (the 'Welcoming Board') are pleased to present their report and the financial statements for the year to 31st March 2019.

Structure, Governance and Management

Structure

The Welcoming Association, also known as "The Welcoming" is a company limited by guarantee, with the liability of members limited to £1 each. The company is governed by the terms of its Articles of Association and is a registered Scottish charity.

Members of the Welcoming Board are elected from the membership of The Welcoming at the Annual General Meeting or appointed at any time by the Board. At each Annual General Meeting, all of the Board members who have served for a continuous three-year period retire from office but may be eligible for re-election or re-appointment for a further period of three years, subject to a maximum six years in total.

New Board members receive an induction pack with background information about the Welcoming and OSCR Guidance and Good Practice for Charity Trustees. They also attend an orientation meeting at the Welcoming and are encouraged to join Welcoming activities and events in order to meet participants and become familiar with the work of the organization.

The Board meets every two months and is responsible for the overall strategic management and development of the organization. Day-to-day management of the charity is delegated to the Director, Tesfu Gessesse.

The names of those who served as members of the Welcoming Board during the year are shown on page 2.

Governance and Management

The Welcoming Association places great importance in having accountable, transparent and responsible governance that ensures the activities of the Association are in line with its vision, mission and values. The four subcommittees; Finance and Audit, Governance, People and Strategy and Operation report to The Board at each Board meeting, providing fiduciary oversight on financial accountability, risk management and organisational performance and impact, and provide recommendations for the strategic and operational direction of the Association.

The Purpose of The Welcoming Association

The Welcoming Association exists to welcome, orientate and assist migrants and refugees in Edinburgh so that they can build positive lives, have choices, contribute to their new communities and feel at home in Scotland.

The Welcoming provides opportunities to build confidence, socialise and develop English language skills which are essential for creating the ability to integrate, develop and share interests. The Welcoming furthermore supports newcomers to find jobs and access local services and offers numerous opportunities for friendship, creativity, health and wellbeing.

The Welcoming nurtures a diverse and inclusive society where all feel welcome and empowered to achieve their full potential. The Welcoming builds community by connecting locals and newcomers through social and cultural exchange and in collaboration with numerous partners. Since its establishment in 2000, The Welcoming has continued to grow and respond to meet the demands of supporting newcomers to the City.

Mission

To support migrants and refugees to build positive lives, have choices, contribute to their new communities and feel at home in Scotland.

The Welcoming Association

Directors' Report For the Year Ended 31 March 2019

Vision

Around 10,000 foreign nationals come to live in Edinburgh every year. We want them all to be welcomed and provided with the support they need in order to realise their economic and social potential and become active members of our community. Through this, Edinburgh and Scotland can unlock the talents they bring, expand our economy, enrich our cultural capital and become a welcoming new home.

Values

Equality, Diversity, Respect, Integrity, Accessibility, Innovation, Sustainability, Unity and Welcoming.

Objectives and Review of Activities

Objectives

The Charity's objectives as stated in the Articles of Association are:

- (1) The advancement of education
- (2) The advancement of citizenship or community development
- (3) The promotion of equality, diversity and inclusion

We believe that through the above three main objectives, our participants will:

- Develop their English language skills, removing any barriers to employment, education or integration in Scotland
- Gain a better understanding of their new home through learning about and experiencing Scotland's music, food, history and culture
- Increase the likelihood of securing employment or setting up businesses, which make the most of their skills and qualifications by accessing our employability and entrepreneurship support and volunteering opportunities
- Build their social and support networks by making connections and forming friendships with local people and other newcomers
- Save energy and money at home, and tackle climate change, by participating in our home energy and recycling programme
- Improve their quality of life in Edinburgh by taking part in creative arts and health and wellbeing activities

Local people will:

- Have opportunities to welcome newcomers to Edinburgh through a range of meaningful and well-supported volunteering positions
- Experience and understand the social, economic and cultural value that migrants and refugees bring to Scotland

The Welcoming will:

- Develop as an effective organisation which operates with integrity, enables participation and learning, ensures quality and efficiency, and supports its staff and volunteers
- Form effective partnerships with other organisations supporting migrants and refugees in Edinburgh
- Secure sustainable sources of funding
- Develop our office, classroom and workshop space to be inviting, informative, inclusive and stimulating

Review of Activities and Achievements in 2018/19

The Welcoming Association is grateful for the support we received from our funders, volunteers, service users and partner agencies. From this support, we continue to improve and extend the services and support we offer to our service users. We are particularly grateful to our funders for recognising and understanding the problems our service users experience and for believing in and supporting our work.

The Welcoming Association

Directors' Report For the Year Ended 31 March 2019

Activities

During the year, we provided the following activities and reached more than 1,500 service users from 80 countries. The services we provided during the year were -

- English language classes
- Scotland for Newcomers
- Employment and Business Guidance
- Digital Skills for Arabic Speakers
- Befriending
- Home energy and recycling
- Community engagement
- Creative Arts
- Health and well-being
- Syrian Resettlement Programme
- Volunteering scheme
- Monthly Think-tank advisory group
- Student placement
- Partnership working
- Weekly workshops, talks and visits with community organisations and local service providers
- Welcome to Edinburgh' workshops
- Home Food Growing

Further detail about impact is available via our infographics, case studies and online annual reviews. Visit www.thewelcoming.org/about

English language classes

Our English language provision remains the core of our programme, reflecting the significance of language to integration and settlement and is the first entry point for the majority of our new participants before they begin to engage in other social and cultural activities. English language is the major barrier to newcomers gaining employment that matches their skills and qualifications. In order to overcome this barrier, we provide classes every weekday at all stages from complete beginners to advanced levels. All classes are taught by qualified and experienced ESOL teachers, with the majority being volunteers. Funding from the Scottish Government Equality Fund and City of Edinburgh's Council's Syrian Resettlement Programme enables us to provide this valuable service.

Feedback from participants continues to highlight the quality of the tuition and the friendly learning environment.

Scotland for Newcomers

Our weekly trip introducing newcomers to free and accessible places of interest around the city offers insights to the culture, history, politics and nature of Scotland. Scotland for Newcomers visited over 45 locations, with an average of 12 participants per visit and involving over 132 unique participants. Funded by the City of Edinburgh Council Health Inequalities Fund and the Paul Hamlyn Foundation, this programme works hard to tackle social isolation and promote a healthy lifestyle by encouraging walking and being part of a friendly welcoming group where all aspects of local culture can be explored and discussed.

Employment and Business Guidance

Thanks to funding from the Scottish Government Equality Fund, we continue to focus on the aspects of employability that are particularly challenging for newcomers – job applications and interviews (confidence building, coaching and language support). This work is delivered through one to one tailored support.

The Welcoming Association

Directors' Report

For the Year Ended 31 March 2019

Our 'Be Your Own Boss' pack provides a wealth of job seeking advice targeted at newcomers and is sent out by email to everyone who seeks employability support. Participants may initially secure jobs in hospitality, customer service, cleaning or care-work before securing a role that matches their aspirations, skills and qualifications. During the year, we provided 349 employability surgeries to 205 individuals.

'Befriending'

Providing the opportunity to meet people and make friends is a cornerstone of all Welcoming activities. It is the primary focus of our Big Lottery funded Friendship programme which offers one to one befriending, a small and intimate weekly Friendship group and a busy and lively Conversation Café every Friday. This year the Welcoming Friendship programme has been packed full of activities creating opportunities for newcomers and locals to form social connections.

The Wee Blether: A volunteer led weekly session allows newcomers to come together in a safe and supportive small group setting. Two groups each with capacity of 8 on a weekly basis.

Conversation Café: Funding from the Corra Foundation and the University of Edinburgh allows us to provide our best attended activity at the Welcoming. Local volunteers and newcomers get together each week to meet new people and share conversation. Attracting around 20-25 newcomers each week it's a fun and dynamic session. Topics cover local, national and international celebrations, traditions and cultures as well as current affairs and always include some local information useful for newcomers. Over 1,165 participants benefited from this activity (supported by 200 volunteers).

Home Energy Efficiency and recycling

Funded by the Scottish Government's Climate Challenge Fund, this programme aims to help our participants understand home energy systems, suppliers and tariffs and to understand local recycling practices. The objective is to enable people to save money, avoid fuel poverty and increase energy efficiency within their homes. During these home visits we collect baseline information from meter readings and/or money spent to top up prepayment meters. We follow up with families to collect 'project data' (from which we calculate CO2 emission savings) and monitor the effect of our intervention.

Community Engagement

During the year, we developed new relationships with Migrant Pride, Safe Deposits Scotland, EU Citizens Rights Project, Beltane Society, Camera Obscura, Crossed Paths of Europe, Our SpeakEasy, the Department of Mysteries, City of Edinburgh Council Lifelong Learning, and the Scottish Mental Health Arts Festival resulting in information sessions, outings, workshops and short courses for Welcoming participants.

We have taken part in a number of the workshops organised by the Voluntary Action Fund for Equality Fund participants which has been an excellent opportunity to get to know other funded organisations. In particular, it has enabled us to forge a helpful connection with Forth Valley Welcome who carry out similar work to the Welcoming in Stirling and Clackmannanshire.

We hosted our New Scots Celebration, where almost 200 people got together to celebrate the contributions that migrants and refugees make to Scotland.

Swap Shops: We organised three Swap Shop events. These events aim to offer an opportunity for our service users to bring in unwanted items and take away items that others in the community brought. These events bring host communities, refugees and asylum seekers together and build social cohesion and connections. The average attendance is over 100 individuals, and we have reached more than 300 people.

Creative Arts

Support from the Paul Hamlyn Foundation helped 160 participants to increase their self-esteem through our Creative Arts activities. We teamed up with Scotland's Urban Past (a programme led by Historic Environment Scotland) to create a map especially for newcomers, where participants explored the city and co-designed a new resource.

The Welcoming Association

Directors' Report For the Year Ended 31 March 2019

We help local services and community projects to connect with newcomers and assist our participants to access advice, build networks and get involved in local life. Participants in our Creative Arts activities told us they are now accessing opportunities and information that increases their sense of belonging and quality of life.

Syrian Resettlement Programme

Funding from the City of Edinburgh Syrian Resettlement Programme allows us to continue to develop a flexible and relevant programme of English language tuition and cultural integration activities to support the community arriving in Edinburgh through the UK Government's Syrian Resettlement Programme. Our provision has included a wide choice of English classes and a weekly get-together for Syrian women at a number of Edinburgh community centres.

Volunteers

Volunteers are vital to our work, helping us to welcome newcomers in all kinds of ways. Key contributions include ESOL teaching and befriending. Volunteers assist across all activities of the Welcoming, in the office and as part of community events. In total there were 190 volunteers for this reporting period, contributing an average of 545 hours per month.

Student Placements and Projects

Student placements are a valuable opportunity to draw a wider range of people into our work and to benefit from new ideas and approaches. In 2018/19, we hosted and supervised students from Edinburgh College's Community Work and Edinburgh University's Community Education Departments.

Partnerships

Working in partnership with a wide range of organisations across the city which share our goals of welcoming and supporting newcomers, allows us to reach out to more individuals and communities. These partnerships allow us to signpost our participants to relevant services and opportunities. Over the year we have forged important new relationships:

- WeAct: our mutual cross-referral process continues, with WeAct regularly referring clients to the Welcoming for English classes and social integration support, and the Welcoming referring to WeAct where specific in-depth careers help is required
- Duke of Edinburgh – following a conversation café session delivered by Friends of the Award, three young Syrian men are aiming to achieve their Gold award.
- Pianodrome – invited us to attend their launch event at the Royal Botanical Gardens during Edinburgh Fringe 2018.

We also continue working with our existing relationships such as Befriending Networks, Bikes for Refugees, Bridgend Farmhouse, City of Edinburgh Council, East Lothian, Welcomes Refugees, Edinburgh Leisure, ELREC (Edinburgh and Lothians Regional Equality Council), Festival City Volunteers, Forth One Radio, George Heriots School, Health in Mind, Jog Scotland, LinkNet, New Scots Steering Group, PlayLab International, Red Bridge Arts, Red Note Ensemble, Refugee Survival Trust, Saheliya, Shakti Women's Aid, Social Bite, University of Edinburgh Community Education Programme, University of Edinburgh Psychology Placement Project, NHS Scotland Community Health Visitors, Volunteer Edinburgh, Edinburgh Climate Festival 2019, Keep Scotland Beautiful, Home Energy Scotland, Energy Action Scotland, Ethnic Minority Environmental Network, CEMVO Scotland, St Giles Church and The New Scots Edinburgh Steering Group.

We look forward to continuing to build relationships that will support Edinburgh to become a welcoming new home for everyone who comes to live here.

The Welcoming Association

**Directors' Report
For the Year Ended 31 March 2019**

Going Forward

We will continue reaching our service users no matter where they live in Edinburgh. We will continue to strengthen our engagement with partner organisations, policy designers and decision makers. We will work within the Governance framework to build our internal systems and policies so that we continue to remain an impactful organisation in Scotland.

Financial Review

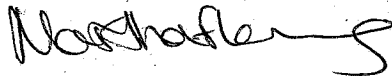
Income for the year was £426,229 and expenditure was £352,461 resulting in a surplus for the year of £73,768. A full breakdown of the income and expenditure is given on the Statement of Financial Activities on page 10 and in the notes on page 13.

The Welcoming Board considers that the charity should have reserves of approximately three months' running costs (approximately £85,000) to provide for periods when there is a shortfall in funding and further funding is being sought. The amount of £79,222, of general funds at the end of the year, falls a little short of this figure and the directors are looking into how this target can be achieved.

Small Companies Provisions

This report has been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies' regime.

Approved by the Directors on 3rd September 2019 and signed on their behalf:



.....
M Fleming

Independent Examiner's report to the Members of the Board of Directors of The Welcoming Association

I report on the accounts of the charity for the year ended 31 March 2019 which are set out on pages 10 to 17.

Respective responsibilities of Directors and examiner

The charity's Directors are responsible for the preparation of the accounts in accordance with the terms of the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006.

The Directors consider that the audit requirement of Regulation 10(1) (a) to (c) of the Accounts Regulations does not apply. It is my responsibility to examine the accounts as required under section 44(1) (c) of the Act and to state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination is carried out in accordance with Regulation 11 of the Charities Accounts (Scotland) Regulations 2006. 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 seeks explanations from the Directors concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In the course of my examination, no matter has come to my attention

1. which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with Section 44(1) (a) of the 2005 Act and Regulation 4 of the 2006 Accounts Regulations, and
- to prepare accounts which accord with the accounting records and comply with Regulation 8 of the 2006 Accounts Regulations have not been met, or

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

Signed *Stanley Wynd*

Date *9/9/19*

Stanley Wynd ACIS FCIE
122 Giles Street
Edinburgh
EH6 6BZ

The Welcoming Association

Statement of Financial Activities (including Income & Expenditure Account)

For the Year Ended 31 March 2019

Income from:	Note	Unrestricted Funds £	Restricted Funds £	Total 2019 £	Total 2018 £
<i>Donations and legacies</i>					
Grants	1	19,160	381,690	400,850	269,971
Donations		24,979	-	24,979	21,777
<i>Charitable activities</i>					
Fees		400	-	400	575
<i>Other trading activities</i>					
Fundraising events		-	-	-	2,363
Total		<u>44,539</u>	<u>381,690</u>	<u>426,229</u>	<u>294,686</u>
Expenditure on:					
2					
<i>Raising funds</i>					
<i>Charitable activities</i>		20,040	332,421	352,461	334,067
Total		<u>20,040</u>	<u>332,421</u>	<u>352,461</u>	<u>340,867</u>
Net income / (expenditure)		24,499	49,269	73,768	(46,181)
Transfers between funds		8,865	(8,865)	-	-
Net movement in funds		33,364	40,404	73,768	(46,181)
Funds brought forward		<u>52,626</u>	<u>42,419</u>	<u>95,045</u>	<u>141,226</u>
Funds carried forward	8	<u>85,990</u>	<u>82,823</u>	<u>168,813</u>	<u>95,045</u>

The notes on pages 12 to 17 form part of these financial statements.

The Welcoming Association

Balance Sheet at 31 March 2019


	Note	2019 £	2018 £
Fixed Assets			
Tangible assets	5	6,768	7,083
Current Assets			
Debtors	6	29,809	46,978
Cash at bank and in hand		<u>157,394</u>	<u>48,057</u>
		187,203	95,035
Liabilities			
Creditors:			
<i>Amounts due within one year</i>	7	<u>25,158</u>	<u>7,073</u>
Net Current Assets		162,045	87,962
Net Assets		168,813	95,045
Funds			
Restricted funds	8	82,823	42,419
Unrestricted funds	8	<u>85,990</u>	<u>52,626</u>
Total Funds	9	168,813	95,045

For the year ending 31st March 2019 the company 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 accounts 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 accounts,
- these accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements on pages 10 to 17 were approved by the Directors on 3rd September 2019 and are signed on their behalf by:



M Fleming

The notes on pages 12 to 17 form part of these financial statements.

The Welcoming Association

Notes to the Accounts For the Year Ended 31 March 2019

Accounting policies

Basis of accounting

The financial statements have been prepared under the historic cost convention and in accordance with 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)' - (referred to as 'the Charities SORP'), the 'Financial Reporting Standard applicable in the UK and Republic of Ireland' (FRS 102), the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2015. The charity constitutes a public benefit entity as defined by FRS 102.

The charity has applied the alternative structure for smaller charities allowed by paragraph 4.22 of the Charities SORP and has not reported on an activity basis. Similarly, as a smaller charity, a cash flow statement has not been prepared.

Going concern

The financial statements have been prepared on a going concern basis. The directors have assessed the charitable company's ability to continue as a going concern and have reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. Thus they continue to adopt the going concern basis of accounting in preparing these financial statements.

Accounting estimates

The directors do not consider there are any areas of the financial statements where significant judgements are being carried out.

Income

Grants and donations are recognised in full in the Statement of Financial Activities in the period in which they are receivable, provided any conditions for use of the grant or donation have been fulfilled and the requirement of the charity SORP of probability, entitlement and measurement have been met. Where a grant or donation is received for a specific purpose, it is included within restricted income and any unexpended portion carried forward as a restricted fund.

Expenditure

All expenditure is accounted for on an accruals basis.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is calculated by the straight line method to write off the cost of fixed assets over their estimated useful lives, as follows:
Equipment & furniture 20% per annum

Debtors

Debtors are recognised at the settlement amount due.

Creditors and provisions

Creditors and provisions are recognised, at settlement amount, where the charity has a present obligation resulting from a past event, which is likely to result in the transfer of funds to a third party, and the amount due can be measured or estimated reliably.

Fund Accounting

Unrestricted funds arise from donations without a specified purpose and other income generated and are available to be used for any of the objects of the charity at the discretion of the directors. Restricted funds are to be used for specific purposes as laid down by the donor or funder. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs.

Pensions

The charity operates a defined contribution pension scheme. Contributions are charged to the income and expenditure account as they become payable in accordance with the rules of the scheme.

The Welcoming Association

Notes to the Accounts (continued)

1. Income	Unrestricted Funds	Restricted Funds	Total 2019	Total 2018
<i>Grants:</i>				
Scottish Government	-	141,882	141,882	131,411
City of Edinburgh Council	4,160	71,694	75,854	64,128
Big Lottery	-	47,820	47,820	47,537
Scottish Power	-	-	-	5,000
Gordon Fraser Trust	-	-	-	2,000
Police Scotland	-	-	-	4,370
SCVO Digital Fund	-	-	-	8,915
Big Bike Revival	-	770	770	610
Nancy Massie Trust	-	-	-	2,000
Seedbed Christian Trust	10,000	-	10,000	4,000
Tudor Trust	-	37,500	37,500	-
Castansa Trust	5,000	-	5,000	-
Community Jobs Scotland	-	4,686	4,686	-
Corra Foundation	-	4,371	4,371	-
Edinburgh Lothians Greenspace	-	500	500	-
Edinburgh Airport Community	-	1,610	1,610	-
Paul Hamlyn Foundation	-	60,000	60,000	-
Skyscanner	-	6,000	6,000	-
University of Edinburgh	-	4,857	4,857	-
Total grants receivable	19,160	381,690	400,850	269,971
2. Expenditure	Unrestricted Funds £	Restricted Funds £	Total 2018 £	Total 2018 £
<i>Raising funds:</i>				
Staff costs (grants)	-	-	-	5,600
Staff costs (events)	-	-	-	1,200
	-	-	-	6,800
<i>Charitable activities:</i>				
Staff costs	5,427	255,007	260,434	219,694
Training costs and tutor fees	1,769	25,930	27,699	53,754
Materials and consumables	450	1,500	1,950	2,632
Catering and hospitality costs	1,321	7,049	8,370	10,781
Printing and publicity costs	118	358	476	1,186
Events	260	3,360	3,620	3,789
Office costs	405	6,253	6,658	4,023
Equipment costs	1,420	2,877	4,297	1,736
Premises costs	2,152	17,214	19,366	24,586
Travel costs	383	3,043	3,426	4,775
Volunteers' expenses	-	1,026	1,026	1,448
Insurance and subscriptions	90	1,648	1,738	1,148
Professional fees	1,560	-	1,560	-
Accounts and examination	60	1,116	1,176	960
Depreciation	2,999	-	2,999	2,463
Miscellaneous	1,626	6,040	7,666	1,092
	20,040	332,421	352,461	334,067

The Welcoming Association

Notes to the Accounts (continued)

3. Staff costs	2019	2018
	£	£
Wages & salaries	234,128	206,954
Social security costs	16,731	15,885
Pension costs	4,381	1,914
Training	1,834	971
Agency staff	2,497	-
Payroll costs	863	770
Total staff costs	<u>260,434</u>	<u>226,494</u>

The average number of employees in the year was 12 (2018: 10).

There were no employees with emoluments above £60,000.

The amount of employee benefits received by key management personnel was £43,193 (2018: £34,833).

During the year The Welcoming was supported by volunteers in a variety of roles including teachers, befrienders, group facilitators and helpers, home energy advisors, events assistants and creative artists.

4. Independent Examiner	2019	2018
	£	£
Remuneration of independent examiner (inc vat)	300	300
Accountancy and other services (inc vat)	876	780

5. Tangible Fixed Assets	Office equipment
	£
Cost:	
At 1 April 2018	12,313
Additions	2,684
At 31 March 2019	<u>14,997</u>
Depreciation:	
At 1 April 2018	5,230
Charge for period	2,999
At 31 March 2019	<u>8,229</u>
Net Book Value:	
At 31 March 2019	<u>6,768</u>
At 31 March 2018	<u>7,083</u>

6. Debtors	2019	2018
	£	£
Accrued income	<u>29,809</u>	<u>46,978</u>

7. Creditors	2019	2018
	£	£
<i>Amounts falling due within one year:</i>		
Trade creditors	6,091	5,439
Taxation and social security	4,870	-
Accruals & other creditors	14,197	1,634
	<u>25,158</u>	<u>7,073</u>

The Welcoming Association

Notes to the Accounts (continued)

8. Movement on Funds		At 01/04/18	Income	Expenditure	Transfers	At 31/03/19
			£	£	£	
Restricted funds:						
Climate Challenge Fund	(a)	-	81,882	(80,469)	(1,413)	-
Tudor Trust	(b)	3,003	37,500	(37,650)	-	2,853
CEC Syrian Resettlement Programme	(c)	10,375	62,526	(60,714)	(350)	11,837
CEC Health Inequalities	(d)	2,014	9,168	(6,908)	(2,014)	2,260
Big Lottery	(e)	18,184	47,820	(48,382)	-	17,622
Awards for All	(f)	1,425	-	-	(1,425)	-
Scottish Power	(g)	2,008	-	-	(2,008)	-
Big Bike Revival	(h)	-	770	(742)	(28)	-
Equality Fund	(i)	2,436	60,000	(60,089)	(190)	2,157
Gordon Fraser Trust	(j)	2,000	-	(1,443)	-	557
SCVO Digital Fund	(k)	974	-	-	(974)	-
Community Jobs Scotland	(l)	-	4,686	(4,774)	88	-
Corra Foundation	(m)	-	4,371	(21)	-	4,350
Edinburgh Lothians Greenspace	(n)	-	500	-	-	500
Edinburgh Airport Community	(o)	-	1,610	(111)	(551)	948
Paul Hamlyn Foundation	(p)	-	60,000	(22,756)	-	37,244
Skyscanner Community Fund	(q)	-	6,000	(5,164)	-	836
University of Edinburgh	(r)	-	4,857	(3,198)	-	1,659
Total restricted funds		42,419	381,690	(332,421)	(8,865)	82,823
Unrestricted funds:						
Fixed assets fund	(s)	7,083	-	(2,999)	2,684	6,768
General fund		45,543	44,539	(17,041)	6,181	79,222
Total unrestricted funds		52,626	44,539	(20,040)	8,865	85,990
Total funds		95,045	426,229	(352,461)	-	168,813

Notes to the funds:

- Climate Challenge Fund grant award as part of their 'Welcoming a Greener Future' project for Community Engagement and Integration, Home Energy Saving and Renewal programmes. The transfer represents equipment purchased in the year put to the fixed assets fund.
- Funding from Tudor Trust towards the costs of the Director and Deputy Director.
- Funding from the City of Edinburgh Council to run and develop the Life Skills for Living and Working in Scotland programme and to develop and deliver a programme of cultural integration activities for the newly arrived Syrian refugee communities. The transfer represents equipment purchased in the year put to the fixed assets fund.
- City of Edinburgh Council Health Inequalities Programme - Employability and cultural integration activities designed to increase the social capital of newcomers to Edinburgh. This is now completed and the transfer represents a contribution to overheads.
- Big Lottery Improving Lives - Welcoming Friendship' befriending programme to support the social integration of migrants and refugees in Edinburgh.
- Big Lottery Awards for All - Creative Space' project providing creative and social opportunities for Welcoming participants. This is now completed and the transfer represents a contribution to overheads.

The Welcoming Association

Notes to the Accounts (continued)

Notes to the funds (continued):

- (g) Scottish Power Energy People's Trust - 'Welcoming a Warmer Home' project to support migrants and refugees at risk of fuel poverty. This is now completed and the transfer represents a contribution to overheads.
- (h) Big Bike Revival - Grant to fund guided bicycle rides to promote the enjoyment of cycling. The transfer represents residual funds moved to general funds.
- (i) Equality Fund - Scottish Government grant from the Promoting Equality and Cohesion Fund to help newly arrived migrants and refugees in Edinburgh. The transfer represents equipment purchased in the year put to the fixed assets fund.
- (j) Gordon Fraser Trust - Funding for weekly Creative Space sessions to provide participants with social and creative opportunities in a relaxed environment.
- (k) SCVO Digital Fund - Grant from the Scottish Council for Voluntary Organisations to provide weekly classes and drop in sessions to help participants develop basic digital skills to support their new lives in Scotland. This is now completed and the transfer represents a contribution to
- (l) Funds from Community Jobs Scotland to create work opportunities for young people within third sector organisations in Scotland. The transfer represents general funds used to further the activity.
- (m) Corra Foundation - Funding for the Welcoming Women's cafes
- (n) Edinburgh & Lothians Greenspace Trust - Funding for costs involved in the Gardening project
- (o) Edinburgh Airport Community Board - Grant to support the development of the Welcoming Food Growing project including purchasing equipment and starter kits. The transfer represents equipment purchased in the year put to the fixed assets fund.
- (p) Paul Hamlyn Foundation - Grant to support Welcoming Arts
- (q) Skyscanner Community Fund - Grant to cover the costs of Saturday Arabic IT classes
- (r) University of Edinburgh - Funding for the Welcoming Women's cafes.
- (s) The Fixed Assets fund corresponds to the net book value of tangible fixed assets. Depreciation and the cost of disposals is charged to the fund and the cost of fixed assets purchased is transferred into the fund.

9. Analysis of Net Assets Between Funds

	Restricted Funds £	Unrestricted Funds £	Total Funds £
Tangible fixed assets	-	6,768	6,768
Current assets	102,853	84,350	187,203
Liabilities	(20,030)	(5,128)	(25,158)
Net assets at 31 March 2019	82,823	85,990	168,813

10. Related party transactions

No remuneration or expenses were paid to the directors during this or the prior year.

The Welcoming Association

Notes to the Accounts (continued)

11. Lease commitments

At the end of the year the charity had annual commitments under non-cancellable operating leases as set out below:

	2019	2018
	£	£
Operating leases which expire:		
not later than one year	16,834	16,834
later than one year and not later than five years	12,625	29,458

12. Comparative figures for the Statement of Financial Activities for the year ended 31 March 2018

The following provides an analysis by class of the comparative figures in the SOFA as required by paragraph 4.2 of the Statement of Recommended Practice for Charities.

	Unrestricted Funds	Restricted Funds	Total 2018
	£	£	£
<i>Income from:</i>			
<i>Donations and legacies</i>			
Grants	6,000	263,971	269,971
Donations	21,777	-	21,777
<i>Charitable activities</i>			
Fees	575	-	575
<i>Other trading activities</i>			
Fundraising events	2,363	-	2,363
Total	30,715	263,971	294,686
<i>Expenditure on:</i>			
<i>Raising funds</i>			
Raising funds	6,800	-	6,800
<i>Charitable activities</i>			
Charitable activities	23,702	310,365	334,067
Total	30,502	310,365	340,867
Net income / (expenditure)	213	(46,394)	(46,181)
Transfers between funds	2,030	(2,030)	-
Net movement in funds	2,243	(48,424)	(46,181)
Funds brought forward	50,383	90,843	141,226
Funds carried forward	52,626	42,419	95,045