

The Welcoming Association
(A Company Limited by Guarantee)
Report and Financial Statements
For the Year Ended
31 March 2016

Company Number: SC398913

Charity Number: SC041952

The Welcoming Association

Report and Financial Statements For the Year Ended 31st March 2016

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The Welcoming Association

Reference and Administrative Information

Company registration: SC398913

Charity registration: SC041952

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

Management Committee:

The current members of the Management Committee (directors of the company) are:

Valeria Efremova
Marita Fernandez (appointed 22.10.2015)
Mark Keane
Amadu Khan
Daniel Prince
David Thompson

Also serving during the year were:

Tete Da Silva (resigned 18.06.2015)
Katarzyna Musiuk (resigned 22.10.2015)
Lewis Ritchie (resigned 18.09.2015)
Mariana White (resigned 27.04.2016)

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Report of the Management Committee (Directors' Report) For the Year Ended 31 March 2016

The members of the Management Committee (who are the directors of the company) are pleased to present their report and the financial statements for the year to 31st March 2016.

Structure, Governance and Management

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 Management Committee are elected from the membership at the Annual General Meeting, or at any time by the Committee. At each Annual General Meeting, all of the Management Committee members retire from office but are eligible for re-election.

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

Objectives and Review of Activities

The Charity's objects 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 religious or racial harmony

The Mission Statement 2015 to 2020

The Welcoming works to identify and engage with the migrants and refugees that are moving to the City of Edinburgh to ensure that they are provided with access and opportunity to:

- Easily accessible and up to date information on local support services available to them.
- High quality and affordable English lessons that allow them to develop their English language skills to a point where lack of English language ability no longer acts as a barrier to employment, education or integration.
- Opportunities to gain a better understanding of their new home through learning about and experiencing Scotland's music, food, history and culture.
- Employability training that allows them to effectively present their skills to potential employers, increasing the likelihood of securing a job which makes the most of their talents.
- Opportunities to meet and develop connections with other foreign nationals in a similar position in order to build their social and support networks.
- Volunteering and work experience opportunities in ESOL teaching, community development, migrant research, and tackling climate change projects in the community,
- Training and advice to make behavioural changes to use more efficient technologies to reduce their carbon emissions and to educate other migrant communities in energy saving.

The Migrant and Refugee Living and Working in Scotland 2015-2016 programme

The Welcoming registered 1,073 refugees and migrants onto its programmes throughout the year to assist them as they began the settlement process of finding work, accommodation, health-care and friendship. The organisation provided support, advice, guidance and learning activities, plus interpretation and translation when needed which helped them connect to their communities, reduced their social

The Welcoming Association

Report of the Management Committee For the Year Ended 31 March 2016

isolation, developed their English and employability prospects and found solutions to their needs or problems.

This programme provided an all-year round (50 week) open-access, drop-in and free service to migrants and refugees that needed to improve their employability, to gain English language skills, to develop their knowledge of Scottish culture and heritage and to gain independence and self-sufficiency in order to enhance their social integration with Scottish communities living in Edinburgh.

The Welcoming ran up to 20 English language classes from absolute beginners to advanced per week over a 50 week programme per year and has only closed for public holidays. For the Christmas holiday period 2015, the Welcoming ran English conversation classes to meet the learning and social needs of its participants and the newly arrived Syrian refugee communities. It has run an employability guidance and communication skills classes three times a week over 50 weeks. In March it launched a cultural and social integration programme to assist the newly arrived Syrians in their integration process.

During the period from 1 April 2015 to 31 March 2016, the Welcoming Association registered over 1,000 new migrants and refugees onto its English language for employability, cultural learning and social integration programmes. This averaged 25 new registrations per week. 76% were aged between 18 and 34 years of age. Over 65% were seeking employment.

Each week an average of 326 people attended our classes and activity programmes. Over the past year the organisation had a 10% increase in new migrant and refugee registrations. By the end of March 2016 we had approximately 16,300 attendances for our programme of classes, events and activities.

The Welcoming is now working in collaboration with the City of Edinburgh Council's ESOL providers and Saheliya to provide English language and cultural and social integration services to assist the newly arrived Syrian refugee community in Edinburgh who currently number 30 households.

The age breakdown of our migrant and refugee participants for the Year 1 at April 2015 to 31st March 2016 was: 18 to 24 year olds (29%), 25 to 34 year olds (47%), 35 to 44 years old (16%), 45 to 54 year olds (5%), 55 to 64 years old (3%). The Employment status for that year was: Employed: 23%, Unemployed and looking for work: 51%, Unemployed and not looking for employment 2%, Students 14%, Other: 9%.

Funding

- The Tudor Trust awarded the Welcoming £36,000 to recruit a Deputy Director and contribute towards the salary costs of the Director. The new post is to support the Director in the running and development of the programme of English language, employability and cultural learning and social integration activities for its migrant and refugee participants and to enhance its fund-raising, promotion and publicity capabilities.
- The Keep Scotland Beautiful programme through its Climate Challenge Fund awarded the Welcoming £145,612 to continue to run its Community Engagement and Integration, Home Energy Saving and Renewal programmes. Acknowledgement and thanks to CEMVO Glasgow and the Climate Challenge Fund team for their continued support, guidance, encouragement and belief in the work and achievements of the Welcoming Association.
- The Robertson Trust Glasgow awarded the Welcoming 4th and 5th Year funding amounting to £15,000 per year for two further years (£30,000 in total) up until July 2017 to support its core running costs to deliver its Migrant and Refugee Living and Working in Scotland programme.
- The City of Edinburgh Council's Health and Social Care Department awarded the Welcoming under its Reducing Healthy Inequality programme £4,960 to continue to run and develop its Life Skills for Living and Working in Scotland and to develop and deliver a programme of cultural integration activities for the newly arrived Syrian refugee communities.
- The City of Edinburgh Council awarded a contract to the Welcoming for £53,400 through its Community Learning and Development ESOL Provision to cover the staff and resourcing costs to deliver English language classes and cultural and social integration activities and support to the newly arrived Syrian refugee communities. This had been partly delivered by the year end. In April 2015 the Community Learning Development's ESOL Provision awarded the Welcoming £1,560 towards its sessional staff ESOL teaching costs.

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Report of the Management Committee For the Year Ended 31 March 2016

Donations in Kind

Bright Green Initiative, Edinburgh – office furniture.

REACT Edinburgh – clothes, shoes for the newly arrived Syrian refugee communities.

Volunteering

The Welcoming Association's management committee recruited new members during the year and it has greatly contributed to the growth, development and capabilities of the organisation's service delivery to newly arrived migrants and refugees to Edinburgh.

The Welcoming recruited 25 skilled, experienced and dedicated English language teachers to help teach the migrants and refugees registered onto the Migrant and Refugee Living and Working in Scotland 2015 to 2016 programme. The Welcoming A Greener Future home energy efficiency and its re-cycling and renewing programme has recruited over 15 volunteers to help run the its events, activities and fashion show. The Welcoming has also received over 30 enquiries from local people keen to volunteer to assist the newly arrived Syrian refugees to integrate into local Scottish communities.

Student placements

The University of Dundee placed two third and fourth year undergraduates with the Welcoming as part of their community learning and development training. Both students made great contributions to the work of the organisation during their placements.

Projects

- **The Syrian Vulnerable Persons Resettlement Programme.** This work commenced in December 2015 with the City of Edinburgh Council's community ESOL programme, Saheliya and the Welcoming to provide absolute beginners classes, cultural and social integration activities and befriending opportunities to the newly arrived Syrian refugee community to Edinburgh.
- **Welcoming A Greener Future.** This 'tackling climate change' project enabled Edinburgh's migrant and refugee communities to make behavioural changes and to use more efficient technologies to reduce carbon emissions. This was achieved through two projects. (i) The 'Home Energy Saving' project which trained and equipped migrants and refugees through information workshops and home visits with knowledge and skills to reduce their energy consumption. (ii) The 'Renew, Re-use and Recycle' project which assisted migrants and refugees who were unemployed or on low incomes to make changes in their behavioural spending habits for landfill avoidance by re-using and renewing clothing, shoes, books, household goods, bicycles. This will enable them to save money that then could be used to meet heating costs and reduce their carbon emissions.

The volunteers, staff and management committee of the Welcoming Association: 2015 – 2016

None of the above would have been possible without the great energy, enthusiasm and commitment of the staff and volunteer team who have made an outstanding contribution to the growth and development of the Welcoming during 15-16.

The Welcoming staff team

- Jon Busby – Project Director
- Elaine Mowat – Deputy Director
- Christina Rizou – Administration Officer
- David Carpenter – ESOL Development Teacher
- Chiara Puppi – Project Worker of CCF Recycling Programme
- Adil Ibrahim – Project Worker of CCF Home Energy Saving Programme
- Leon Dalton – Employment Guidance Tutor – sessional
- David Walton – ESOL Tutor - sessional

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**Report of the Management Committee
For the Year Ended 31 March 2016**

The Welcoming’s Volunteer Team:

ESOL Teachers: Nick Major, Neus Giner Garcia, Saleem Shafi, Marysia Nash, Elizabeth Adelou, Elizabeth Mears, David Walton, Ben Kamal, Mariana White, Ieva Navardauskaite, Parastoo Yasi, Barbara Young, Barbara Brown, Jeremy Baster, Beth Agnew, Dene Croxford, Figgy Guyver, Joseph Alexei Nikolaidis, David Panton, Keith Wilson, Roy Anstey, Anthony Christie, Chiara Marin, Nadin Aktaa

Welcoming A Greener Future Team:

Alkash Alalkash, Mercedes Sullca, Marita Fernandez, Itziar Oteo, Emmanuele Vargiu, Daniel Femeuia, Beatriz Riuz Fernandez, Morena Lo Nobile, Samba Diop, Ivan Rios Ramirez, Ola Abdo El Gader, Mirko Mento, Montserrat Pearse, Amina Brakchi, Dilletta Nolfo.

Financial Review

Income for the year was £226,551 and expenditure was £172,618 giving a surplus for the year of £53,933 including £26,906 of restricted funds carried forward to next financial year. A full breakdown of the income and expenditure is given on the Statement of Financial Activities on page 8.

The Management Committee considers that the charity should have reserves of approximately three months running costs (approximately £40,000) to provide for periods when there is a shortfall in funding and further funding is being sought. The amount of £24,569, of general funds at the end of the year, falls short of this figure and they 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.

Signed on behalf of the Management Committee:

Mark Keane

Date

Independent Examiner’s report to the Members of the Management Committee of The Welcoming Association

I report on the accounts of the charity for the year ended 31 March 2016 which are set out on pages 8 to 14.

Respective responsibilities of management committee and examiner

The charity’s management committee is 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 management committee considers 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 Management Committee 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 Date

Stanley Wynd ACIS FCIE
Bonnington Mill
72 Newhaven Road
Edinburgh
EH6 5QG

The Welcoming Association

Statement of Financial Activities (including Income & Expenditure Account)

For the Year Ended 31 March 2016

Income from:	Note	Unrestricted Funds £	Restricted Funds £	Total 2016 £	Total 2015 £
<i>Donations and legacies</i>					
Grants	1	15,000	188,133	203,133	59,973
Donations		10,052	-	10,052	15,878
<i>Charitable activities</i>					
Fees		13,366	-	13,366	390
<i>Other trading activities</i>					
Fundraising		-	-	-	300
Total		<u>38,418</u>	<u>188,133</u>	<u>226,551</u>	<u>76,541</u>
Expenditure on:					
<i>Raising funds</i>					
		125	-	125	-
<i>Charitable activities</i>					
	2	13,704	158,789	172,493	90,337
Total		<u>13,829</u>	<u>158,789</u>	<u>172,618</u>	<u>90,337</u>
Net income / (expenditure) for year		24,589	29,344	53,933	(13,796)
Transfers between funds		<u>2,604</u>	<u>(2,604)</u>	<u>-</u>	<u>-</u>
Net movement in funds		27,193	26,740	53,933	(13,796)
Funds brought forward		<u>614</u>	<u>166</u>	<u>780</u>	<u>14,576</u>
Funds carried forward	9	<u><u>27,807</u></u>	<u><u>26,906</u></u>	<u><u>54,713</u></u>	<u><u>780</u></u>

The notes on pages 10 to 14 form part of these financial statements.

The Welcoming Association
Balance Sheet at 31 March 2016

	Note	2016 £	2015 £
Fixed Assets			
Tangible assets	5	3,238	2,368
Current Assets			
Debtors	6	18,544	1,061
Cash at bank and in hand		<u>35,370</u>	<u>1,621</u>
		<u>53,914</u>	<u>2,682</u>
Creditors:			
<i>Amounts due within one year</i>	7	<u>2,439</u>	<u>4,270</u>
Net Current Assets		<u>51,475</u>	<u>(1,588)</u>
Net Assets		<u>54,713</u>	<u>780</u>
Funds			
Restricted funds	9	26,906	166
Unrestricted funds	9	<u>27,807</u>	<u>614</u>
Total Funds	10	<u>54,713</u>	<u>780</u>

For the year ending 31st March 2016 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 and the Financial Reporting Standard for Smaller Entities (effective January 2016).

The accounts on pages 8 to 14 were authorised for issue by the management committee (directors) and are signed on their behalf by:

Mark Keane

Date

The notes on pages 10 to 14 form part of these financial statements.

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Notes to the Accounts

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 for Smaller Entities published on 16/7/14 (the Charities SORP), the Financial Reporting Standard for Smaller Entities - effective January 2016 (the FRSSE) and the Companies Act 2006.

The charity has applied the alternative structure allowed by paragraph 4.17 of the Charities SORP and has not reported on an activity basis. Since the charity is preparing accounts in accordance with the FRSSE, a cash flow statement is not required.

Some of the comparative figures have been restated in compliance with the revised Charities SORP and the alternative reporting structure referred to above.

Incoming resources

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. 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 at the following rate:

Office equipment & furniture: 20% per annum

Project equipment: 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 trustees.

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.

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Notes to the Accounts (continued)

1. Income	Current year			Previous year		
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	Funds	Funds	2016	Funds	Funds	2015
	£	£	£	£	£	£
Grants	15,000	188,133	203,133	50,000	9,973	59,973
Donations	10,052	-	10,052	15,878	-	15,878
Fees	13,366	-	13,366	390	-	390
Fundraising	-	-	-	300	-	300
	<u>38,418</u>	<u>188,133</u>	<u>226,551</u>	<u>66,568</u>	<u>9,973</u>	<u>76,541</u>
	Unrestricted	Restricted	Total	Total		
	Funds	Funds	2016	2015		
Grants:						
Robertson Trust	15,000	-	15,000	15,000		
City of Edinburgh Council	-	4,960	4,960	15,000		
ESOL	-	1,561	1,561	1,561		
Climate Challenge Fund	-	145,612	145,612	-		
Tudor Trust	-	36,000	36,000	-		
Scottish Government	-	-	-	15,000		
Secterianism Grant	-	-	-	5,000		
Community Jobs Scotland	-	-	-	4,712		
E & L Health Foundation	-	-	-	3,000		
Multi-cultural Family Base	-	-	-	700		
Total grants receivable	<u>15,000</u>	<u>188,133</u>	<u>203,133</u>	<u>59,973</u>		
2. Expenditure	Unrestricted	Restricted	Total	Total		
	Funds	Funds	2016	2015		
Charitable activities:	£	£	£	£		
Staff costs	3 4,474	108,007	112,481	61,349		
Other staff costs	230	1,036	1,266	395		
Tutor fees	1,990	14,337	16,327	12,690		
Materials and consumables	1,776	2,596	4,372	2,536		
Catering and hospitality costs	941	4,592	5,533	1,975		
Printing and publicity costs	-	4,568	4,568	-		
Events	224	2,698	2,922	-		
Office costs	768	5,517	6,285	3,170		
Equipment costs	153	566	719	444		
Premises costs	690	11,294	11,984	4,880		
Travel costs	137	1,629	1,766	415		
Volunteers' expenses	-	1,593	1,593	294		
Insurance	28	356	384	337		
Subscriptions	265	-	265	286		
Governance	4 900	-	900	852		
Donations made	10 200	-	200	-		
Depreciation	873	-	873	669		
Miscellaneous	55	-	55	45		
	<u>13,704</u>	<u>158,789</u>	<u>172,493</u>	<u>90,337</u>		

Comparative figures by fund for the year ended 31 March 2015

Charitable activities:	<u>70,727</u>	<u>19,610</u>	<u>90,337</u>
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Notes to the Accounts (continued)

3. Staff costs	2016	2015
	£	£
Wages & salaries	104,957	58,316
Social security costs	6,950	2,394
Payroll costs	<u>574</u>	<u>639</u>
Total staff costs	<u>112,481</u>	<u>61,349</u>

The full-time equivalent number of employees in the year was 5 (2015: 3).

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

Volunteers assisted staff with teaching, organising events and workshops, befriending migrants and refugees and administration duties.

4. Independent Examiner	2016	2015
	£	£
Remuneration of independent examiner (inc vat)	300	300
Accountancy and other services (inc vat)	600	552

5. Tangible Fixed Assets	Office equipment
Cost:	£
At 1 April 2015	2,960
Additions	3,103
Disposals	<u>(1,700)</u>
At 31 March 2016	<u>4,363</u>
Depreciation:	
At 1 April 2015	592
Charge for period	873
On disposal	<u>(340)</u>
At 31 March 2016	<u>1,125</u>
Net Book Value:	
At 31 March 2016	<u>3,238</u>
At 31 March 2015	<u>2,368</u>

6. Debtors	2016	2015
	£	£
Accrued income	18,544	821
Other debtors	-	240
	<u>18,544</u>	<u>1,061</u>

7. Creditors	2016	2015
<i>Amounts falling due within one year:</i>	£	£
Taxation and social security	-	2,074
Accruals & other creditors	<u>2,439</u>	<u>2,196</u>
	<u>2,439</u>	<u>4,270</u>

8. Donations made

The charity donated £200 towards the cost of buying essential supplies for the refugee community arriving in Chios, Greece.

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Notes to the Accounts (continued)

9. Movement on Funds

		At 01/04/15	Incoming Resources £	Outgoing Resources £	Transfers £	At 31/03/16
Restricted funds:						
Climate Challenge Fund	(a)	-	145,612	(143,138)	(2,474)	-
Tudor Trust	(b)	-	36,000	(9,878)	-	26,122
Health Inequalities	(c)	-	4,960	(4,176)	-	784
ESOL	(d)	-	1,561	(1,561)	-	-
E&L Health Foundation	(e)	63	-	(36)	(27)	-
EVOT	(f)	53	-	-	(53)	-
Multi-Cultural Family Base	(g)	50	-	-	(50)	-
Total restricted funds		<u>166</u>	<u>188,133</u>	<u>(158,789)</u>	<u>(2,604)</u>	<u>26,906</u>
Unrestricted funds:						
Fixed assets fund	(h)	2,368	-	(2,233)	3,103	3,238
General fund		<u>(1,754)</u>	<u>38,418</u>	<u>(11,596)</u>	<u>(499)</u>	<u>24,569</u>
Total unrestricted funds		<u>614</u>	<u>38,418</u>	<u>(13,829)</u>	<u>2,604</u>	<u>27,807</u>
Total funds		<u><u>780</u></u>	<u><u>226,551</u></u>	<u><u>(172,618)</u></u>	<u><u>-</u></u>	<u><u>54,713</u></u>

- (a) 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.
- (b) Funding from Tudor Trust to employ a Deputy Director.
- (c) 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.
- (d) Edinburgh City Council funding to meet the costs of ESOL tutoring.
- (e) Funding received from Edinburgh & Lothians Health Foundation to support the charity's Wellbeing Project. The transfer represents the residual amount left on the fund put to unrestricted funds as the project has been completed.
- (f) Edinburgh Voluntary Organisations' Trust funded the reimbursement of travel expenses incurred by the Welcoming Association's volunteer tutors and workshop facilitators. The transfer represents the residual amount left on the fund put to unrestricted funds as the project has been completed.
- (g) Edinburgh City Council funding to deliver Multi Cultural Family Base ESOL classes to Chinese parents group. The transfer represents the residual amount left on the fund put to unrestricted funds as the project has been completed.
- (h) 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.

10. Analysis of Net Assets Between Funds

	Restricted Funds £	Unrestricted Fund £	Total Funds £
Tangible fixed assets	-	3,238	3,238
Debtors	5,178	13,366	18,544
Cash at bank and in hand	21,728	13,642	35,370
Creditors	-	<u>(2,439)</u>	<u>(2,439)</u>
Net assets at 31 March 2016	<u><u>26,906</u></u>	<u><u>27,807</u></u>	<u><u>54,713</u></u>

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Notes to the Accounts (continued)

11. Related party transactions

No remuneration was paid to the members of the Management Committee during the year (2015: £189).
No travel or other expenses were reimbursed (2015: nil).

12. Lease commitments

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

	2016	2015
	£	£
Operating leases which expire: within one year	9,315	600