

**THE THREE FAITHS FORUM**  
**TRUSTEES' REPORT AND FINANCIAL STATEMENTS FOR**  
**THE YEAR ENDED 31 MARCH 2015**

**CHARITY NUMBER 1092465**

**THE THREE FAITHS FORUM**  
**FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2015**

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## THE THREE FAITHS FORUM

### REFERENCE AND ADMINISTRATIVE INFORMATION

|  |  |
|--|--|
| <b>Trustees:</b>                           | Michael V Sternberg QC FRSA KFO (Chair of Trustees)<br>Sir Sigmund Sternberg KC *SG, JP<br>Ms. Farmida Bi<br>Dilwar Hussain<br>Barbara Mills<br>Professor Mike Hardy CMG OBE   |
| <b>Director</b>                            | Stephen Shashoua   |
| <b>Deputy Director</b>                     | Rachel Silveira  |
| <b>Governing Document and Constitution</b> | Trust Deed dated 30 July 1999, as an unincorporated association  |
| <b>Charity Number</b>                      | 1092465  |
| <b>Charity Office</b>                      | Star House<br>104/108 Grafton Road, London NW5 4BA   |
| <b>Bankers</b>                             | CAF Bank Limited<br>25 Kings Hill Avenue<br>Kings Hill<br>West Malling<br>Kent ME19 4JQ  |
| <b>Solicitors</b>                          | Berwin Leighton Paisner LLP<br>Adelaide House<br>London Bridge<br>London EC4R 9HA  |
| <b>Honorary Legal Advisors</b>             | Howard Kennedy LLP<br>No. 1 London Bridge<br>London SE1 9BG  |
| <b>Statutory Auditor</b>                   | Blick Rothenberg LLP<br>Chartered Accountants<br>16 Great Queen Street<br>Covent Garden<br>London WC2B 5AH   |
| <b>Patrons</b>                             | HE Cardinal Arinze, The Rt Hon John Bercow MP, Lord Carey of Clifton,<br>Professor David Ford, His Royal Highness The Duke of Bragança,<br>Lord Hameed of Hampstead CBE DL, The Rt. Hon Baroness Hayman PC GBE<br>The Bishop of London, Rabbi Professor Jonathan Magonet,<br>Mr George Mallinckrodt KBE, Mr Trevor Pears CMG, Prof. Dr Klaus Schwab<br>KCMG, Baroness Scotland of Asthal PC QC |
| <b>Champions</b>                           | HRH Princess Badiya bint El Hassan, Trevor Philips OBE, Rt Hon Dominic Grieve<br>QC MP, Rt Hon Stephen Timms MP, Shabir Randeree CBE   |

## **THE THREE FAITHS FORUM**

### **TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2015**

The trustees present their report and financial statements of The Three Faiths Forum ("3FF") for year ended 31 March 2015. The financial statements have been prepared in accordance with the accounting policies set out on pages 13 and 14 and comply with the charity's trust deed, current statutory requirements and the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in March 2005.

#### **Structure, Governance and Management**

The charity is unincorporated and was established under a trust deed dated 30 July 1999.

Details of the trustees who served during the year are shown on page one.

The board of trustees is authorised to appoint new trustees to fill vacancies arising through resignation or death of an existing trustee. New trustees, if required, are sought by recommendations from existing trustees. Trustees are selected on the basis of their relevant skills, experience and knowledge and the active contribution they can make to the organisation.

The trustees assess the skills and knowledge of existing trustees and recruit new members on the basis of the skills and knowledge requirements as outlined in the charity's development plan. Potential new trustees will be invited to tour the premises, attend a trustees' meeting and familiarise themselves with the organisation through reading relevant documentation and talking with either the director or the chair of the trustees. Such activities constitute part of the induction of new trustees and the charity will meet the costs of any further training required as appropriate.

The charity purchases trustee indemnity insurance on behalf of its trustees.

#### **Organisational structure**

The charity's structure consists of a board of trustees, a consultative council and senior staff. The trustees set the overall strategic goals and policy of the charity after consultation with the senior staff and the Consultative Council. Day to day administration is delegated to the director and deputy director.

The Consultative Council consists of fifteen individuals who meet quarterly to discuss ways in which the organisation can develop and provides direct guidance and support to the senior staff.

The charity employs 16 staff, 3 associates and 10 freelancers (Training and Schools). It runs a robust internship programme (30+ annually), volunteer programme (40+) and it has a research coordinator (PhD student).

Director f/t  
Deputy Director p/t  
Communications Manager f/t  
Training Manager f/t  
Operations and Volunteers Manager f/t  
Arts & Culture Manager p/t  
Programmes Coordinator, Arts & Culture f/t  
Programmes Coordinator, Arts & Culture p/t  
Programmes Manager f/t  
Programmes Coordinator, Schools f/t  
Programme Officer, Schools (workshops) f/t  
Programme Officer, Schools (linking) f/t

Programme Officer, Schools (ParliaMentors) f/t  
Programme Officer, Schools (ParliaMentors) f/t  
Financial Manager p/t  
Middle East Director p/t

## THE THREE FAITHS FORUM

### TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2015 (continued)

#### Organisational Structure (continued)

The trustees would like to thank the staff of the charity for their support and commitment during the year. The trustees also wish to thank the Patrons and Champions, who support and promote the 3FF cause, for all their encouragement and assistance in the last year.

#### Objectives and Activities

The charity's public benefit objectives and aims are to educate, encourage and promote, nationally and overseas, understanding amongst people of the three Abrahamic and Monotheistic faiths of Islam, Judaism and Christianity and other faiths and beliefs within the community. The trustees continue to have regard to the public benefit requirements of the Charity Commission while planning its activities.

#### Achievements and Performance

3FF, the Three Faiths Forum, is one of the UK's leading interfaith organisations, renowned for delivering creative engagement programmes. We were established in 1997 to educate, encourage and promote understanding among Muslims, Christians, and Jews. Our remit has broadened and we now involve over 15,000 people annually, including those of different religious and non-religious beliefs.

We run a variety of interfaith, intercultural and inter-communal programmes, focusing on engagement, education and social action to encourage harmony and confront prejudice. We are non-political and non-religious, encouraging communities not only to coexist, but also to learn from each other, and work together to improve society.

Our programmes have enjoyed considerable growth since their launch. Our trusted name and strong links allow us to be one of the most significant brokers of inter-faith, inter-communal activity. We work hard to ensure that as wide a range of people benefit from our programmes as possible; we believe that our programmes help people celebrate the diversity of the communities in which they live.

This year's focus has been on "Thinking Together for More Effective Output" and working across the organisation to achieve even more significant impact in terms of shifts in perceptions, behaviours, and attitudes through our high quality programmes – Schools (workshops, linking, and training), University Leadership (ParliaMentors), Arts and Culture (Urban Dialogues) and Training. All these have had increasingly higher outputs/participant numbers, and we have expanded our reach further nationally.

We are working towards a vision of a connected and cohesive society where people of different faiths, beliefs and cultures have strong, productive and positive relations. Our core activities:

- Creating connections between individuals and organisations from different faiths, beliefs & cultures
- Enabling learning and dialogue about lived diversity and interfaith & intercultural communication
- Promoting the public understanding of the complexity of lived faith, belief & culture

Together with the Camden Mayor, 3FF organised two screenings and dialogues of "Besa: The Promise", a compelling documentary revealing the story of Muslim Albanians who risked their lives sheltering Jews during the Holocaust. The other partners involved in the screening and outreach were the British Albanian Kosovar Council, JW3, Holocaust Memorial Day Trust, Radical Middle Way, UK Jewish Film, Islamic Society of Britain, Rumi's Cave, and Faith Matters. 3FF and Camden produced an anti-hate declaration for the screenings in response to religiously motivated attacks in the first months of 2015. The declaration has now been signed by over 50 faith-based and interfaith organisations nationally.

#### Awards:

- Camden Mayor's Charity of the Year
- Won the Shap award for Outstanding RE
- Arts & Culture work shortlisted for a Muslim News Award for Services to the Muslim Community.

## THE THREE FAITHS FORUM

### TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2015 (continued)

#### Achievements and Performance (continued)

Presentations were made at UK and International conferences such as Coventry University, Festival of Young People at the Southbank Centre, Goldsmiths University, the Interfaith Network, the Islamic Education Conference in Oxford, the University of the Arts and several others.

We completed our policy paper 'Encountering Faiths and Beliefs' which is to be launched in July 2015 by Dominic Grieve at the Institute of Public Policy Research. The report makes the case for a greater focus on intercultural learning in schools as a means of strengthening young people's confidence.

#### Interns and volunteers

This year we offered short term, part time voluntary internships to 31 people from diverse backgrounds, providing them with opportunities to gain skills and experience through hands-on roles within our teams, alongside formal training sessions provided by 3FF. This year's interns included individuals from a range of faith and belief backgrounds including Christian, Hindu, Jewish, Muslim, Sikh, Zoroastrian, Humanist, atheist, agnostic and non-religious; thus providing opportunities for participants to meet and volunteer alongside others from different backgrounds.

Our interns stay with the organisation for three or six months, after which they go on to a variety of paid, voluntary and educational opportunities. This year this has included charity sector organisations including CharityWorks, Mind and Tear Fund; politics (Westminster); private sector (news organisations, Lidl); and education (PhD study) as well as two paid roles within 3FF.

*"My plan now is to go into teaching... and as I hoped, I have acquired new skills as well as the less tangible but no less important benefit of greater confidence in my own ability to get things done, and in my interpersonal skills. I think I am more open-minded, and more aware of any preconceptions I have – and thus more able to tackle them."*

3FF Intern

We also worked with 100 volunteers through our programmes.

#### Training

3FF's training work helps a range of adults and professionals to make sense of diversity by equipping them with the skills to talk meaningfully and productively about faith and belief. We delivered over 40 sessions to almost 1,000 people locally, nationally and internationally, including to organisations in Sweden (Stockholm and Malmo) and the U.S. (New York and Washington D.C.). Our training has received an overwhelmingly positive response from a wide range of audiences and organisations – more than half of our training was for NGOs including Community and Faith Based Organisations. (*TeachFirst, Amnesty International, Henna Asian Women's Group, Milan Simecka Foundation, JW3, The Nehemiah Foundation, Together for Sweden*). We also delivered to training groups from Central & Local Government (*BIS, DCLG, Camden Council*); Higher Education audiences (*NUS, Queen Mary University Student Union, De Montford University Student Union*); private companies and multi-sector audiences (*e.g. Network Rail, Finnish Educators Study Visit*).

The year has provided valuable opportunities to pilot new training programmes and exciting initiatives including:

- Development of our first sustained, five-week training programme for second language English Speakers exploring faith and belief.
- Development of two pilot training days for multi-sector audiences including academics, policy makers and practitioners engaging with *Religion in International Affairs* in London and Washington D.C. (British Council, Bridging Voices project).
- Sustained engagement and training support to *partners replicating 3FF's schools models* in New York, Malmo and Stockholm respectively.

## THE THREE FAITHS FORUM

### TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2015 (continued)

#### *Schools*

The Schools Team continues to deliver an expanded programme of work in schools and with teachers. The team has developed new areas of work using our existing immersive and creative approaches to education, building students' skills and confidence in navigating diversity.

Through our innovative syllabus of schools workshops, our teacher training offers and faith school linking, we are enabling learning and promoting understanding of the complexity of lived identities exploring faith, belief and culture.

This year we have continued to reach our ambitious targets and build on existing work, including a newly formalised speaker engagement programme. We work hard to ensure that it is a meaningful and rewarding experience for our volunteers as we recognise the level of commitment and personal investment that each volunteer gives to the organisation. As such we provide, and continue to develop, an extensive programme of support and training to our volunteers.

*"The project has been very successful in achieving its aim of breaking down prejudice and increasing the children's awareness of the diverse society in which we live. I hope the pupils will share the lessons learned with other children as well as with family and friends."*

*Teacher*

This year we delivered almost 250 sessions in 36 schools reaching almost 7,000 young people. This included 5,213 students having one workshop, 987 students having two workshops and 729 students have three workshops. These figures include an increase in delivery within Primary schools with a specialised speaker training programme (almost 750 young people from 11 schools). We also trained 165 teachers and educators (including individuals from King's College, The Hammersmith RE Cluster Group, Amnesty International). New innovations have included recruiting and running training for speakers in Birmingham, and integrating artists into our workshops. Our programmes have been run in a variety of contexts and to a variety of ability levels.

Over 30 schools engaged in our Faith School Linking Programme and directly affected approximately 450 students and 30+ teachers. The links were enhanced through the engagement of art practitioners. By working closely with drama, art, costume and photography practitioners, students explored key linking topics in creative and engaging ways.

For instance, one link worked with a costume designer who helped the students consider issues around identity, assumptions and self-presentation:

*"The girls [from the other school] were completely different to what I imagined. From today they have got the impression that not all Muslims are terrorists. Even I had assumptions - I thought they were going to be all typical teenagers, only talking about boys, music, stuff.. but they weren't like that at all. It was easy to see how we're the same"*

*Linking Student*

#### *ParliaMentors*

In the last year, 3FF's award winning leadership development programme has implemented a number of strategic changes to further enhance participant experience, expand our impact and embed the work. Graduation for the 2013/2014 cohort was hosted by Trevor Philips OBE at the Open Society Foundation followed by an Alumni dinner generously hosted by Norton Rose Fulbright.

*"Some of the biggest barriers we face in our world are ones of ignorance and actually understanding the cultures and faiths of others [...] I think it's incredibly important to the future of our world and that's why I think it's so important that The Three Faiths Forum brings together young people to do that"*

*Ed Miliband, at the ParliaMentors Launch*

## THE THREE FAITHS FORUM

### TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2015 (continued)

#### Parliamentors (continued)

The programme was launched by Ed Milliband in Parliament with presentations from new project partners, the British Council. The residential induction included eight formal training sessions, a series of events and a high profile social action 'ideas pitching event' at the Camden Council chamber hosted by the Camden Mayor.

We delivered the programme in six Universities in London, the Midlands, and Greater Manchester. A regionalised approach to the recruitment of 30 emerging leaders, working with local constituency MPs, and engaging with local NGOs to tackle local social issues has resulted in a significantly increased level of investment and support from University, political, and community partners. Training was delivered throughout the year with 3FF running ten campus-based workshops and a mid-point national training event, including workshops on evaluating impact, publicity & fundraising. The participants reached 2,000 people directly through their Social Action Projects.

*Case Study: Students in Nottingham set out to reduce tensions between local residents and students in neighbouring accommodation. The event attracted people from across all communities and diverse students. They partnered with 6 local businesses and 15 student groups, providing a safe space to enjoy together, engaging activities, and food from around the world. Several local leaders, and more than 300 community members attended as well as our MP partner for the area, Lilian Greenwood MP.*

Through our new partnership with the British Council's *Active Citizens* programme, 3FF hosted a group of international 'Change Makers'. As a result of this partnership a group of ParliaMentors visited Jordan for a study visit.

We began a process to re-engage alumni from across the last eight years of the programme. In September we supported the alumni committee to launch a new 'Buddy Scheme', pairing participants from the 2014-15 cohort with experienced alumni for support. The Alumni have added real value to the programme: in the past 12 months they have raised funds, delivered workshops, attended formal trainings, developed networks, launched a blog, and put on high profile events including an awards evening at the House of Lords recognising alumni and MP achievements.

#### Arts & Culture (formerly Urban Dialogues)

The Arts & Culture programme draws on the potential of the arts to bring people together, illuminate complex issues and create opportunities for shared encounters that build bonds of insight and understanding. The programme provides a platform for a multiplicity of voices and perspectives, enables unique collaborations, and offers opportunities for informal learning, reflection and interaction through arts events and practice.

Developed in collaboration with arts and faith-based partners, the programme has four main strands: Exhibitions, the Female Voices series, collaboratively commissioned projects, and intercultural/intergenerational choir the *Mixed Up Chorus*.

In 2014 the sixth annual Urban Dialogues exhibition, *Navigations*, took place at the Red Gallery, Shoreditch over three weeks in November. Curated by Barby Asante, the exhibition featured the work of 16 selected artists including Alinah Azadeh and Gonkar Gyatso, who presented across a range of media and explored themes of faith, belief, migration and personal identity. A programme of special events ran throughout. Over 2,000 visitors attended, including more than 200 school children who participated in facilitated guided tours and artist-led workshops. Tweets were seen 117,000 times over the course of the exhibition, 17,000 people were reached via Facebook, with 2,700 people actively engaging with online content.

The Female Voices series continues to create opportunities for women from different faiths and non-religious backgrounds to come together in an informal and relaxed arts environment for conversation, music, performance and food. Over 200 women attended the Female Voices event at the *Navigations* exhibition. In response to positive feedback and popular demand we worked with partners JW3 and Rabia's Garden to offer more events and open up to new audiences; over 150 women attended these events from a mix of backgrounds and ages, with a strong Jewish and Muslim presence.



## THE THREE FAITHS FORUM

### TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2015 (continued)

#### *Arts & Culture (formerly Urban Dialogues) (continued)*

We hosted a series of three salons bringing together 55 artists, academics and campaigners to discuss the theme of *Conflict and Belief in the UK* in partnership with the Cultural Institute at King's College London. As a result, seed funding has been awarded to four collaborative partnerships for the development of new artistic work, to be showcased at the end of this year.

Our intercultural choir the *Mixed Up Chorus* has continued to grow under the strong leadership of Jeremy Haneman currently with 70 members ranging from nine to 76 years old from a mix of belief backgrounds. Over the past year the choir sang at 12 events including at the inauguration and farewell party of the Mayor of Camden, at the Southbank Centre with jazz collective 'The Human Revolution Orchestra' and at Euston Station. They were featured on BBC Radio 3's 'The Choir'. Live audiences totalled more than 1,500 people.

Our partnership with Near Neighbours has enabled us to develop a regional presence in Rochdale as well as supporting projects in Camden and West London. This has included setting up grassroots networks, engaging and understanding needs, facilitating and supporting the development of new interfaith collaborations and models of engagement through embedding 3FF skills and training. Through these activities we have reached over 120 people.

#### *3FF Middle East*

In the past year, 3FF Middle East (3FFME) became one of the leading organisations in Israel to focus on interreligious relations in hospitals. Hospitals, often heralded as the beacon of coexistence in Israel, house the most intensive interreligious relations on a daily basis – between doctors and patients of different cultural origins. This year, 3FFME delivered interreligious training workshops, including Scriptural Reasoning methods, in five hospitals across the country reaching over 200 professionals. The head nurse at one hospital wrote after a session:

*"I have never done anything like The Three Faiths Forum seminar in twenty years of work and training. I can now think much more clearly about the situations I encounter"*

Through our second year of partnership with the Tanenbaum Centre for Interreligious Understanding, a report has been developed based on interviews with healthcare professionals in Israel. In the coming months, this report, together with new training materials, will be translated and distributed in Hebrew and Arabic across the country.

#### *Communications*

To help create better, more focused communications across the organisation, individual communications plans were produced for all the teams, identifying key goals and setting priorities for the year. Digital media reach and engagement increased during the year. Overall website visits were up 22% compared with the previous year (51,495 vs 42,219 visits). Facebook likes increased 21% (2,092 – 2,536), reach increased 292% (18,483 people per month), engagement 98% (1,384 per month). Twitter followers increased 41% (3,200 – 4,500 followers). The Communications team delivered promotion and press campaigns around key events throughout the year. The Urban Dialogues exhibition was covered in online and community press as well as BBC national and local radio. The anti-hate declaration 3FF produced in response to religiously motivated attacks in the first months of 2015 was covered in international and community press as well as blogs.

#### *Risk Management*

The trustees have examined the major strategic, business, and operational risks which the charity faces and confirm that systems have been established to enable regular reports to be produced so that the necessary steps can be taken to lessen those risks.

## THE THREE FAITHS FORUM

### TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2015 (continued)

#### Financial Review

Donations, including income in advance were received from the following sources:

|   | £              |
|---|----------------|
| The Sir Sigmund Sternberg Charitable Foundation | 255,192        |
| Pears Foundation                                | 180,208        |
| Polosnky Foundation                             | 30,169         |
| The City Bridge Trust                           | 31,500         |
| Near Neighbours (Church Urban Fund)             | 20,000         |
| The Exilarch Foundation                         | 15,000         |
| Garfield Weston                                 | 15,000         |
| Arts Council England                            | 14,960         |
| Doha International Award                        | 14,605         |
| Mallinckrodt Foundation                         | 10,000         |
| The Maurice and Hilda Laing Charitable Trust    | 10,000         |
| Culham St Gabriel's Trust                       | 10,000         |
| British Council - Active Citizen                | 19,781         |
| Anonymous and Donations below £ 10000           | 91,790         |
| <b>Total</b>                                    | <b>718,205</b> |

The Three Faiths Forum would like to thank The Sir Sigmund Sternberg Charitable Foundation for its additional support in providing office accommodation and costs, resulting in a saving in excess of £44,000 (2014: £46,000).

The Three Faiths Forum would like to thank Blick Rothenberg Global Business Services Limited for its support in providing payroll services for the year resulting in a saving of £2,500 for the year (2014: Nil)

Details of resources expended are shown in the Statement of Financial Activities on page 11 of the financial statements; note 3 gives details of the expenditure which has supported the activities of the charity during the year in meeting its key objectives. The charity incurred expenditure of £ 657,263 (2014: £617,513) of which direct charitable expenditure amounted to £501,381 (2014: £472,076) support costs were £89,101 (2014 : £65,504) fundraising costs were £14,253 (2014 : £27,933) and governance costs £6,028 (2014 : £6,000).

The charity's assets are held for the aforesaid charitable purposes and the trustees consider that the financial position of the charity at 31 March 2015 is satisfactory to enable it to continue its activities.

#### Investment Policy

The Trust Deed authorises the trustees to make and hold investments using the general funds of the charity. There were no investments held during the period.

#### Reserves Policy

The trustees have examined the requirement for free reserves, which are those unrestricted funds not invested in fixed assets. It is the policy of the charity to maintain free reserves at a level considered adequate to provide sufficient funds for between one and three months' unrestricted expenditure an amount equivalent to between £18,200 and £54,600. The free reserves amounted to £56,118 at 31 March 2015 these free resources will be utilised in the next financial year. The Charity is in a position where significant funds are received for specific projects and restricted funds at 31 March 2015 amounted to £172,883.

## THE THREE FAITHS FORUM

### TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2015 (continued)

#### Future Plans

The charity intends to continue its activities in the understanding, promotion and support of education and dialogue amongst people of the three Abrahamic and Monotheistic faiths and other faiths and beliefs within the community.

#### Statement of Trustees' Responsibilities

The trustees are required under the law applicable to charities in England and Wales to prepare a trustees' report and financial statements for each financial year which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year. In those financial statements the trustees are required to:

- a) select suitable accounting policies, and apply them consistently;
- b) make judgments and estimates that are reasonable and prudent;
- c) state whether applicable United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and statements of recommended practice have been followed, subject to any departures disclosed and explained in the financial statements;
- d) prepare the financial statements on a going concern basis, unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations and the provisions of the Trust Deed. The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

#### Disclosure of Information to Auditor

Each of the persons who are trustees at the time when this trustees' report is approved has confirmed that:

- so far as that trustee is aware, there is no relevant audit information of which the charity's auditor is unaware; and
- that trustees have taken all the steps that ought to have been taken as a trustee in order to be aware of any information needed by the charity's auditor in connection with preparing its report and to establish that the charity's auditor is aware of that information.

This report was approved by the trustees on 15/09/15 and signed on their behalf by:



Michael V Sternberg QC FRSA KFO  
(Chair of Trustees)

**INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF  
THE THREE FAITHS FORUM FOR THE YEAR ENDED  
31 MARCH 2015**

We have audited the financial statements of The Three Faiths Forum for the year ended 31 March 2015 which comprise the statement of financial activities, balance sheet and related notes. The financial reporting framework that has been applied in their preparation is applicable by law and the Financial Reporting Standard for Smaller Entities (effective April 2008).

**Respective responsibilities of trustees and auditors**

As explained more fully in the Trustees' responsibilities statement set out on page 8, the trustees are responsible for the preparation of financial statements which give a true and fair view.

We have been appointed as auditor under Section 144 of the Charities Act 2011 and report in accordance with regulation made under Section 154 of that Act. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board Ethical Standards for Auditors.

**Scope of the audit of the financial statements**

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charity's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Trustees' Report to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

**Opinion on financial statements**

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2015 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice applicable to smaller entities; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

**INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF  
THE THREE FAITHS FORUM FOR THE YEAR ENDED  
31 MARCH 2015**

**Matters on which we are required to report by exception**

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the Trustees' Report is consistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

*Blick Rothenberg LLP*

Blick Rothenberg LLP  
Chartered Accountants and  
Statutory Auditor  
16 Great Queen Street  
Covent Garden  
London WC2B 5AH

Date:

*17 September 2015*

Blick Rothenberg LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

**THE THREE FAITHS FORUM**  
**STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2015**

|   | Notes | Unrestricted funds<br>£ | 2015<br>Restricted funds<br>£ | Total funds<br>£ | 2014<br>Total funds<br>£ |
|---|-------|-------------------------|-------------------------------|------------------|--------------------------|
| <b><u>Incoming Resources from Generated Funds</u></b>       |       |                         |                               |                  |                          |
| Voluntary income :- donations                               |       | 269,353                 | 402,352                       | 671,705          | 555,756                  |
| Other income  |       | 1,910                   | 4,138                         | 6,048            | 5,350                    |
| Investment income   | 2     | 605                     | -                             | 605              | 1,326                    |
| Donations in kind   |       | 15,153                  | 31,347                        | 46,500           | 46,000                   |
| <b><u>Incoming Resources from Charitable Activities</u></b> |       |                         |                               |                  |                          |
| Interfaith education activities                             |       | -                       | 18,120                        | 18,120           | 9,867                    |
| <b><u>Total income resources</u></b>                        |       | 287,021                 | 455,957                       | 742,978          | 618,299                  |
| <b><u>Resources Expended – Charitable Activities</u></b>    |       |                         |                               |                  |                          |
| Cost of generating voluntary income                         |       | 14,253                  | -                             | 14,253           | 27,933                   |
| Direct charitable expenditure                               |       | 160,240                 | 341,141                       | 501,381          | 472,076                  |
| Support costs   |       | 23,500                  | 65,601                        | 89,101           | 65,504                   |
| Donated services  |       | 15,153                  | 31,347                        | 46,500           | 46,000                   |
| Governance costs  |       | 6,028                   | -                             | 6,028            | 6,000                    |
| <b><u>Total Resources Expended</u></b>                      | 3     | 219,174                 | 438,089                       | 657,263          | 617,513                  |
| <b>Net incoming resources for the year</b>                  |       | 67,847                  | 17,868                        | 85,715           | 786                      |
| Transfer between funds                                      | 8     | (15,499)                | 15,499                        | -                | -                        |
| Fund balances brought forward                               |       | 10,418                  | 139,516                       | 149,934          | 149,148                  |
| <b><u>Fund balances carried forward</u></b>                 |       | <b>£62,766</b>          | <b>£172,883</b>               | <b>£235,649</b>  | <b>£149,934</b>          |

There were no recognised gains or losses other than those as set out above. All of the activities of the charity are classed as continuing.

The notes on pages 13 to 18 form part of these financial statements.

**THE THREE FAITHS FORUM  
BALANCE SHEET AS AT 31 MARCH 2015**

|                                     |       | 2015           |                        | 2014           |                        |
|-------------------------------------|-------|----------------|------------------------|----------------|------------------------|
|                                     | Notes | £              | £                      | £              | £                      |
| <b><u>Fixed Assets</u></b>          |       |                |                        |                |                        |
| Tangible Assets                     | 4     |                | 13,017                 |                | 3,524                  |
| <b><u>Current Assets</u></b>        |       |                |                        |                |                        |
| Debtors                             | 5     | 10,837         |                        | 3,170          |                        |
| Cash at bank and in hand            |       | 385,923        |                        | 209,805        |                        |
|                                     |       | <u>396,760</u> |                        | <u>212,975</u> |                        |
| Creditors:                          |       |                |                        |                |                        |
| Amounts falling due within one year | 6     | <u>174,128</u> |                        | <u>66,565</u>  |                        |
| <b>Net Current Assets</b>           |       |                | <u>222,632</u>         |                | <u>146,410</u>         |
| <b>Net Assets</b>                   |       |                | <u><b>£235,649</b></u> |                | <u><b>£149,934</b></u> |
| <b><u>Represented by</u></b>        |       |                |                        |                |                        |
| Restricted funds                    | 8     | 172,883        |                        | 139,516        |                        |
| Unrestricted fund                   | 8     | 62,766         |                        | 10,418         |                        |
| <b>Total funds</b>                  |       |                | <u><b>£235,649</b></u> |                | <u><b>£149,934</b></u> |

The financial statements have been prepared in accordance with the Financial Reporting Standards for Smaller Entities (effective April 2008).

The notes on pages 13 to 18 form part of these Financial Statements.

Approved by the Board of Trustees on 15/09/15 and signed on their behalf by:



Michael V Sternberg QC FRSA KFO  
(Chair of Trustees)

**THE THREE FAITHS FORUM**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2015**

**1. Accounting Policies**

**Basis of preparation**

The financial Statements have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Charities Act 2011, the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP 2005) issued in March 2005 and applicable accounting standards.

**Tangible fixed assets for use by the charity and depreciation**

Tangible fixed assets for use by the charity are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of an asset, less its estimated residual value, over the expected life of that asset as follows:-

Office Equipment 25 % p. a. reducing balance

**Incoming resources**

All income resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Voluntary income is received by way of grants, donations and gifts and is included in full in the statement of financial activities when received. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognized when the charity becomes unconditionally entitled to the grant.

Incoming resources from grants, which are related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance. Where these have not been met at the balance sheet date they are included within deferred income.

Grants received for the acquisition of fixed assets are credited to a restricted fixed asset fund against which the depreciation of the fixed asset is charged.

Grants received in respect of funding for specific post and running costs are credited to a restricted running costs fund against which the running costs incurred are charged.

Grants relating to specific projects are deferred and recognized as income once expenditure on the project has commenced.

Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers and trustees has not been included in these accounts.

Investment income is included when receivable.

**Resources expended**

Expenditure is recognised on an accruals basis when there is a legal or constructive obligation to pay. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

- Costs of generating funds comprise the costs of associated with attracting voluntary income.



## THE THREE FAITHS FORUM

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2015 (continued)

#### Resources expended (continued)

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirement of the charity and include the audit fees and costs linked to the strategic management of the charity.

All costs are allocated between the expenditure categories in the statement of financial activities on the basis of staff utilisation. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis.

#### Funds structure

Funds held by the charity are:-

- (i) Restricted funds are funds to be used for specific purposes imposed by the donor(s).
- (ii) Unrestricted general funds – these are funds which are available to be used in accordance with the charitable objects at the discretion of the trustees.

The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

#### Taxation

The Three Faiths Forum is a registered charity and is therefore exempt from income tax and capital gains tax to the extent that these are applied for charitable purposes. No tax charges have arisen the charity.

#### 2. Investment income (all within the U.K.)

|               | 2015 | 2014   |
|---------------|------|--------|
|               | £    | £      |
| Bank interest | £605 | £1,326 |

**THE THREE FAITHS FORUM**  
**NOTES TO THE FINANCIAL STATEMENTS, FOR THE YEAR ENDED 31 MARCH 2015 (continued)**

| 2015                                 |         |                  |                       |         |           |           |             |          |            |                        |
|--------------------------------------|---------|------------------|-----------------------|---------|-----------|-----------|-------------|----------|------------|------------------------|
| 3. Allocation of Expenditure         |         |                  |                       |         |           |           |             |          |            |                        |
|                                      | Total   | Governance Costs | Interfaith Activities | Events  | Education | Mentoring | Middle East | Training | 2014 Total | Basis of Apportionment |
|                                      | £       | £                | £                     | £       | £         | £         | £           | £        | £          |                        |
| <b>Fund Raising Cost</b>             |         |                  |                       |         |           |           |             |          |            |                        |
| Fund raising fees                    | 14,253  | -                | 14,253                | -       | -         | -         | -           | -        | -          | Actual Costs           |
| Fund raising salaries                | -       | -                | -                     | -       | -         | -         | -           | -        | 25,477     | Staff Time             |
| Employer's national insurance        | -       | -                | -                     | -       | -         | -         | -           | -        | 2,456      | Staff Time             |
|                                      | 14,253  | -                | 14,253                | -       | -         | -         | -           | -        | 27,933     |                        |
| <b>Direct Charitable Expenditure</b> |         |                  |                       |         |           |           |             |          |            |                        |
| Facilitation and Schools expenses    | 32,332  | -                | -                     | 25,584  | 2,339     | -         | 1,492       | 2,916    | 7,659      | Actual Costs           |
| Salaries                             | 362,652 | -                | 147,761               | 54,350  | 78,223    | 57,318    | -           | 25,000   | 358,705    | Staff Time             |
| Employer's national insurance        | 31,226  | -                | 12,240                | 4,521   | 6,615     | 5,316     | -           | 2,535    | 33,894     | Staff Time             |
| Freelance assistants                 | 27,346  | -                | -                     | 1,200   | 6,727     | -         | 17,434      | 1,985    | 36,077     | Staff Time             |
| Event expenses                       | 18,878  | -                | 239                   | 5,564   | 1,873     | 9,491     | 445         | 1,266    | 21,301     | Actual Costs           |
| Mentoring expenses                   | 6,658   | -                | -                     | -       | -         | 6,658     | -           | -        | 5,734      | Staff Time             |
| Prizes                               | 3,675   | -                | -                     | 3,500   | -         | 175       | -           | -        | 2,500      | Actual Costs           |
| Project and evaluation costs         | 18,614  | -                | -                     | -       | 120       | -         | 18,494      | -        | 6,206      | Actual Costs           |
|                                      | 501,381 | -                | 160,240               | 94,719  | 95,897    | 78,957    | 37,865      | 33,703   | 472,076    |                        |
| <b>Governance Cost</b>               |         |                  |                       |         |           |           |             |          |            |                        |
| Auditor's fees for audit services    | 6,028   | 6,028            | -                     | -       | -         | -         | -           | -        | 6,000      | Actual                 |
| <b>Support Cost</b>                  |         |                  |                       |         |           |           |             |          |            |                        |
| Books, publication and subscription  | 2,047   | -                | 968                   | 321     | 634       | 96        | 26          | 1        | 1,347      | Actual Costs           |
| Equipment                            | 559     | -                | 254                   | 209     | 81        | -         | 14          | -        | 3,773      | Actual Costs           |
| Printing, postage and stationery     | 6,386   | -                | 1,211                 | 2,892   | 1,176     | 651       | 250         | 206      | 8,044      | Actual Costs           |
| Bank charges and interest            | 323     | -                | 75                    | 18      | -         | -         | 130         | 100      | 185        | Actual Costs           |
| Training and course fee              | 3,442   | -                | 1,118                 | 467     | 1,167     | 482       | 101         | 107      | 4,402      | Staff Time             |
| Office costs                         | 1,405   | -                | 766                   | 132     | 265       | 132       | 57          | 51       | 3,353      | Staff Time             |
| Insurance                            | 1,748   | -                | 452                   | 715     | 319       | 160       | 23          | 80       | 1,546      | Staff Time             |
| Sundry expenses and CRB              | 2,695   | -                | 1,208                 | 239     | 983       | 235       | 3           | 26       | 4,401      | Actual Costs           |
| Intern expenses                      | 8,908   | -                | 2,837                 | 2,604   | 1,733     | 1,726     | -           | 8        | -          | Actual Costs           |
| IT, telephone and communication      | 5,447   | -                | 2,122                 | 674     | 1,432     | 674       | 187         | 360      | 12,800     | Staff time             |
| Travelling and subsistence           | 14,614  | -                | 1,752                 | 1,595   | 2,494     | 3,958     | 805         | 4,010    | 14,270     | Actual Costs           |
| Marketing and publicity              | 512     | -                | 390                   | 72      | 50        | -         | -           | -        | 228        | Actual Costs           |
| Professional fees                    | 6,764   | -                | 2,288                 | 863     | 1,723     | 860       | 599         | 431      | 10,247     | Actual Costs           |
| Electricity expenses                 | 2,057   | -                | 720                   | 288     | 576       | 288       | 41          | 144      | -          | Actual Costs           |
| Recruitment expenses                 | 7,478   | -                | 5,486                 | 461     | 633       | 897       | -           | 2        | -          | Actual Costs           |
| Business rates                       | 2,126   | -                | 744                   | 298     | 595       | 298       | 43          | 149      | -          | Actual Costs           |
| Management fees                      | 20,893  | -                | -                     | 2,743   | 11,550    | 6,600     | -           | -        | -          | Actual Costs           |
| Depreciation                         | 1,697   | -                | 1,107                 | 112     | 353       | 112       | 13          | -        | 909        | Use of assets          |
|                                      | 89,101  | -                | 23,500                | 14,701  | 25,764    | 17,168    | 2,293       | 5,674    | 65,504     |                        |
| <b>Donated services</b>              | 46,500  | -                | 15,153                | 5,960   | 14,978    | 5,928     | 1,430       | 3051     | 46,000     | Actual costs           |
| <b>Total</b>                         | 657,263 | 6,028            | 213,146               | 115,380 | 136,639   | 102,053   | 41,588      | 42,428   | 617,513    |                        |

# THE THREE FAITHS FORUM

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2015 (continued)

### 4 Tangible fixed assets (for use by the charity)

|                         | Office Equipment |
|-------------------------|------------------|
| <b>Cost</b>             | <b>£</b>         |
| At 1 April 2014         | 9,324            |
| Additions               | 11,190           |
| <b>At 31 March 2015</b> | <b>20,514</b>    |
| <b>Depreciation</b>     |                  |
| At 1 April 2014         | 5,800            |
| Charge for the year     | 1,697            |
| At March 2015           | 7,497            |
| <b>Net Book Value</b>   |                  |
| At 31 March 2015        | 13,017           |
| At 31 March 2014        | 3,524            |

|                  | 2015          | 2014         |
|------------------|---------------|--------------|
|                  | £             | £            |
| <b>5 Debtors</b> |               |              |
| Trade debtors    | 7,837         | 2,354        |
| Accrued Income   | 3,000         | -            |
| Prepayments      | -             | 816          |
|                  | <b>10,837</b> | <b>3,170</b> |

|   | 2015           | 2014          |
|---|----------------|---------------|
|   | £              | £             |
| <b>6 Creditors: Amounts falling due within one year</b> |                |               |
| Other taxes and social security                         | 10,114         | 12,690        |
| Other creditors   | 55,305         | -             |
| Grants/donations received in advance                    | 102,708        | 47,875        |
| Accruals  | 6,000          | 6,000         |
|   | <b>174,128</b> | <b>66,565</b> |

### 7 Staff costs and trustees' remuneration

There was an average of 21 employees (2014: sixteen employees) during the year. Salary and employer's national insurance details are shown in note 3. There were no employees with emoluments above £60,000 (2014- Nil).

No remuneration or reimbursed expenses were paid to trustees in the year (2014- £Nil).

## THE THREE FAITHS FORUM

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2015 (continued)

#### 8 Funds

|                           | <u>Unrestricted<br/>funds</u> | <u>Restricted<br/>funds</u> | <u>Total<br/>funds</u> |
|---------------------------|-------------------------------|-----------------------------|------------------------|
|                           | £                             | £                           | £                      |
| Balance at 1 April 2014   | 10,418                        | 139,516                     | 149,934                |
| Net movement for the year | 67,847                        | 17,868                      | 85,715                 |
| Transfers                 | (15,499)                      | 15,499                      | -                      |
| Balance at 31 March 2015  | £62,766                       | £172,883                    | £235,649               |

#### Restricted fund analysis

|             | <u>Opening balance</u> | <u>Income</u> | <u>Expenditure</u> | <u>Transfer</u> | <u>Closing<br/>balance</u> |
|-------------|------------------------|---------------|--------------------|-----------------|----------------------------|
|             | £                      | £             | £                  | £               | £                          |
| Education   | 85,604                 | 135,878       | 136,639            | -               | 84,843                     |
| Events      | 5,919                  | 125,196       | 115,380            | -               | 15,735                     |
| Mentoring   | 44,563                 | 115,718       | 102,053            | -               | 58,228                     |
| Middle East | 3,430                  | 52,236        | 41,589             | -               | 14,077                     |
| Training    | -                      | 26,929        | 42,428             | 15,499          | -                          |
|             | £139,516               | £455,957      | £438,088           | 15,499          | £172,883                   |

The Education fund represents workshops, school linking and training to help young people (and their teachers) handle different or controversial topics, learn dialogue skills, and to understand how people live their faiths or beliefs.

The Events fund engages contemporary artists to act collaboratively as social change-makers and better the dynamics between communities, through a public exhibition and events.

The Mentoring fund is a national leadership programme where groups of students are mentored by Parliamentarians and supported by leading NGOs as they develop social action and empowerment projects.

The Middle East fund uses text-based activities to engage trainee doctors and nurses, young people, and interfaith groups from Muslim, Christian and Jewish communities in Israel.

The Training fund trains educators, civil society organisations, public services and faith-based organisations in dealing with controversial issues, talking about conflict and interfaith, intercultural and inter-communal sensitivities.

The transfer between unrestricted and restricted funds was made to clear the deficit on that fund.

# THE THREE FAITHS FORUM

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2015 (continued)

| 9 Analysis of net assets                           | <u>Unrestricted</u> | <u>Restricted</u> | <u>Total</u>    |
|--|---------------------|-------------------|-----------------|
|  | <u>Funds</u>        | <u>Funds</u>      | <u>Funds</u>    |
| Fund balances at 31 March 2015 are represented by: | £                   | £                 | £               |
| Fixed assets: tangible assets                      | 6,369               | 6,648             | 13,017          |
| Current assets: cash at bank and in hand           | 71,385              | 314,538           | 385,923         |
| Debtors and prepayments                            | 1,148               | 9,689             | 10,837          |
| Creditors: amounts falling due within one year     | (16,136)            | (157,992)         | (174,128)       |
|  | <u>£62,766</u>      | <u>£172,883</u>   | <u>£235,649</u> |