

THE THREE FAITHS FORUM
TRUSTEES' REPORT AND FINANCIAL STATEMENTS FOR
THE YEAR ENDED 31 MARCH 2017

CHARITY NUMBER 1092465

THE THREE FAITHS FORUM

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2017

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REFERENCE AND ADMINISTRATIVE INFORMATION

| | |
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| Trustees: | Michael V Sternberg QC FRSA KCFO (Chair of Trustees) Sir Sigmund Sternberg KC *SG, JP (Deceased 18 October 2016) Ms. Farmida Bi Dilwar Hussain Barbara Mills Professor Mike Hardy CMG OBE Hannah Wallace Noam Tamir Mohsin Baluch (22 November 2016) |
| Director | Phil Champain |
| Head of Operations | Hannah Taylor |
| Governing Document and Constitution | Trust Deed dated 30 July 1999, as an unincorporated association |
| Charity Number | 1092465 |
| Charity Office | Star House 104/108 Grafton Road London NW5 4BA |
| Bankers | CAF Bank Limited 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ |
| Solicitors | Berwin Leighton Paisner LLP Adelaide House London Bridge London EC4R 9HA |
| Honorary Legal Advisors | Howard Kennedy LLP No.1 London Bridge London SE1 9BG |
| Statutory Auditor | Blick Rothenberg Audit LLP 16 Great Queen Street Covent Garden London WC2B 5AH |

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Patrons

HE Cardinal Arinze, The Rt Hon John Bercow MP, Lord Carey of Clifton,
Professor David Ford, His Royal Highness The Duke of Bragança,
Lord Hameed of Hampstead CBE DL, The Rt. Hon Baroness Hayman PC GBE
The Right Reverend and Right Honourable Sir Richard Chartres KCVO, Rabbi
Professor Jonathan Magonet, Mr George Mallinckrodt, KBE, Sir Trevor Pears CMG,
Prof. Dr Klaus Schwab KCMG, Baroness Scotland of Asthal PC QC

Champions

HRH Princess Badiya bint El Hassan, Trevor Philips OBE, Rt Hon Dominic Grieve
QC MP, Rt Hon Stephen Timms MP, Shabir Randeree CBE

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TRUSTEES REPORT

The trustees present their report annual and financial statements for year ended 31 March 2017. The financial statements have been prepared in accordance with the accounting policies set out on pages 18 to 20 and comply with the charity's trust deed, current statutory requirements and the Statement of Recommended Practice (SORP) – applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland ("FRS 102") effective 1 January 2015.

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 and senior staff. The trustees set the overall strategic goals and policy of the charity after consultation with the senior staff. Day to day administration is delegated to the director and deputy director.

The Charity employs 19 staff, 3 associates and 14 freelancers (Training and Schools). We run a robust internship programme (26+ annually), volunteer programme (40+) and we had a research coordinator (PhD student).

The trustees would like to thank the staff of the charity for their support and commitment during the year.

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TRUSTEES' REPORT (continued)

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.

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 last year we involved over 16,300 people, including those of different religious and non-religious beliefs.

The past year has witnessed the UK coping with the consequences of a refugee crisis triggered by the displacement of millions of people from war torn countries such as Syria, Afghanistan and Iraq; a polarising EU referendum that showed up the divisiveness of our politics and politicians; the murder of the MP Jo Cox in the run up to the referendum; the Casey review into integration; and the election of Sadiq Khan as the first Muslim Mayor of London.

These events have brought out the best and the worst of us. There have been numerous calls for unity and condemnation of violence and division. At the same time, we have witnessed increasing Islamophobia, antisemitism and hate crime, indicative of the growing fractures within our communities. These events have strengthened our resolve to continue to create the spaces and support the leaders and influencers we need to build a more united and less divided society. A society in which we can all confidently express our faiths, beliefs and identities, share our hopes and fears, and work together with others, without fear, for a better world. We are at once about deepening understanding of different faiths and beliefs and engaging in social change processes that tackle some of the obstacles to good relations. We also celebrate interfaith since in the face of the many problems our communities face, there are numerous accounts of people working and standing together for a better world.

This past year we have expanded the reach of our work with schools by appointing a coordinator in Birmingham, and we piloted a new interfaith module for 16-18 year olds called 'Amplify'. We have worked on deepening the social impact component of our ParliaMentors programme for university students. Our improved offer to the alumni of this programme helped the successful delivery of the second Interfaith Summit that attracted over 400 young people of faith to explore different issues and celebrate their diversity together. We have developed new networks in the wider community space, through our engagement with the Lord Lieutenancy of Greater London, our interfaith choir, and our partnership with Near Neighbours. And importantly, we commissioned new research, providing us with valuable analysis to inform our strategic thinking about where best to work.

Beyond the UK we continue to support health professionals manage faith and cultural diversity in hospitals in Israel through our scriptural reasoning workshops, and have established a partnership with Alexander Haus in Germany to create a new centre for interfaith dialogue. In Malmo, Southern Sweden, we ran a roundtable with civil society groups and local government officials to help work through the implications of the refugee crisis on community relations in the city.

We have made strides in our management systems, policies and overall governance. We undertook a benchmarking exercise to address perceptions that our salaries are too low to recruit and retain the staff we need; introduced a pension scheme; begun a rebranding; and initiated becoming a Charitable Incorporated Organisation (CIO) which will provide us with a platform more suited to achieving our ambitions over the coming years.

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TRUSTEES' REPORT (continued)

Sadly, our co-founder, Sir Sigmund Sternberg, died in October. We will continue to strive for what he, and the other co-founders (Revd Dr Marcus Braybrooke and the late Sheikh Dr Mohamed Aboulkhair Zaki Badawi) believed in, of a world where people live together in mutual respect and understanding, regardless of their faith.

This has been a full and rewarding year that has strengthened key aspects of our organisation. We have made a significant and important contribution to our vision of a connected and cohesive society where people of different faiths, beliefs and cultures have strong, productive and lasting relations.

Finally, and on behalf of the entire professional team at 3FF, the Chair would like to extend his deep thanks to his fellow trustees for their unstinting support and the generous time that they give, and the responsibility which they take, of the organisation.

Schools

Aims and approaches

The School's Team vision is for school communities where students and staff have positive and strong relations, where people talk confidently about questions of faith and belief, enabling more nuanced and sophisticated discourse around faith and belief by providing support to people to find and access interesting and appropriate resources.

This year, the focus for the Schools Team has been to work collaboratively with partners to ensure continued programmatic excellence, to sustain new work underway in Birmingham and the West Midlands enabling greater organisational reach, and to continue to innovate to engage new audiences.

Focus on Innovation – The Education Experts Panel

On 28 September 2016 we hosted our first Education Expert Forum meeting. In a rapidly changing policy context, the purpose of the Forum is to create a space our Schools Team can engage with experts and professionals to ensure that programmatic choices are subject to rigorous and constructive scrutiny from those with a deep understanding of the challenges confronting schools and teachers across the UK. The group is made up of nine experts including academics, educators, teachers, campaigners, religious education advisors and school heads.

Focus on Innovation – Faith School Linking Launch

On 13 October 2016, recognising the changes made to the Linking programme structure, 3FF held a Faith School Linking Launch event at the Palace of Westminster. The event was opened by William Wragg MP with a key note delivered by Lord Bourne of Aberystwyth. A panel, made up of Yasmeen Akhtar (Programme Manager, 3FF), Jonathan Daniels (Head of Faith Schools Team, Department for Education) and Carlos Escobar (Faith School Linking Teacher) joined chair Martha Shaw (Senior Lecturer in Education at South Bank University) to explore the question "How does Faith School Linking help build a stronger society?". The event was attended by nearly 60 people including link teachers, school heads, academy trust representatives, faith leaders, civil servants, parliamentarians, academics and other education professionals.

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TRUSTEES' REPORT (continued)

Workshops

This year we delivered 274 workshops reaching 8,569 young people. This represents a 30% increase in workshop delivery and a 7% increase in young people reached. The strongest growth was in Birmingham and the West Midlands where we experienced a near doubling in our workshop delivery.

| | London | | Birmingham and the West Midlands | | Total | |
|---|---------|---------|----------------------------------|---------|---------|---------|
| | 2016-17 | 2015-16 | 2016-17 | 2015-16 | 2016-17 | 2015-16 |
| Who Am I? | 31 | 14 | 3 | 3 | 34 | 17 |
| Primary Encountering Faiths and Beliefs | 40 | 24 | 10 | 0 | 50 | 24 |
| Art of Empathy | 34 | 26 | 28 | 21 | 62 | 47 |
| Art of Asking | 29 | 19 | 23 | 10 | 52 | 29 |
| Encountering Faiths and Beliefs | 48 | 81 | 22 | 10 | 70 | 91 |
| Skills for Interfaith | 6 | 2 | 0 | 0 | 6 | 2 |
| | 188 | 166 | 86 | 44 | 274 | 210 |

The success and impact of our workshops depends on our wonderful facilitators and volunteer speakers who support their delivery; without them we would not be able to do the work that we do. Thanks to the hard work of the team, 3FF has a pool of 14 facilitators and over 40 volunteer speakers who day in day out go into schools to tell their stories and enable young people to develop crucial interfaith skills and learn about the lived diversity of faith and belief in the UK.

"Just wanted to let you know that we received a fantastic Ofsted report, particularly on the SMSC and personal development side. Our work with 3FF got a specific mention in the report:

"Leaders make effective provision for pupils' social, moral, spiritual and cultural education through a wide range of activities which prepare pupils well for life in modern Britain. Additionally, each department has one unit of work related strongly to these aspects. For example, pupils take part in 'building healthy relationships' and 'understanding faiths and beliefs' days, and there are units on religious music, ethics, charitable aid and lifestyle choices."

Really wanted to thank you and your team for the input into [our school] – it's definitely had an impact already!"

Feedback from a teacher in a participating secondary school in Birmingham

"I have just had feedback from our KS2 teachers regarding the workshops. They said the workshops were amazing, the kids were intrigued and asking lots of questions. The word she used was that the kids felt "energised" and she further said it is definitely something we want to do again in the future. Thank you ever so much. I hope we are able to work closely together in the future!"

Feedback from a teacher in a participating primary school in Birmingham

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TRUSTEES' REPORT (continued)

Linking

This year we began to roll out our tiered approach to Linking. Recognising that some schools have been participating in Linking activities for a number of years, we wanted to create opportunities for those schools to take those activities further. We have called these schools, Tier Two Schools. Ten teachers took part in the pilot year of our Tiered approach to Linking. Tier Two Linking enables teachers to build upon their established Linking partnerships, exploring new approaches to linking their schools and creative collaborations. It is a forum for interfaith champions, where teachers can discuss and respond their work in the midst of changing educational trends. It also offers more opportunities for peer-to-peer learning. For instance, alumni teachers at CPD critically discussed current OFSTED criteria and the challenges presented by changing educational trends. They reflected together how they could adapt work and practices to meet these criteria, whilst also incorporating their own values for education.

In total, this year we supported 40 schools in London and Birmingham to take part in our Faith School Linking programme. 1,469 young people took part in Linking activities this year. Over 50 teachers and other educational professionals received resources and training to enable them to deliver effective and innovative Links over the course of the year. Those professionals each take part in three Continual Professional Development days delivered by 3FF staff.

Focus on Innovation – Introducing Amplify

Recognising a gap in our offering to schools, the Schools team, with the support of Exilarch's Foundation and the Laing Family Trust, introduced Amplify.

Amplify is an arts-based youth-led programme for Sixth Forms and Further Education colleges, which creates and strengthen safe spaces within educational institutions for exploring issues relating to faith, belief, identity, belonging, social trends and community in a rapidly interconnected and globalised world. This programme focusses on three active principles: Critical investigation, Creative expression and Access to Platforms. These platforms range from arts and community spaces, to educational institutions, to corridors of power (e.g. Palace of Westminster) where young people can make their voices heard. This year we are working in partnership with Westminster Academy to deliver Amplify as part of their Creative Action and Service and Service Learning curricula. At the time of writing 25 young people are enrolled on the programme and 12 workshops have been delivered.

ParliaMentors

Aims and approaches

The ParliaMentors team work to support emerging leaders who want to challenge the apparent lack of diversity amongst political decision makers. They want to equip those emerging leaders with the skills and confidences to embed new approaches to leadership and inclusive practice as a means to ensuring that more marginalised and isolated communities and individuals have access to decision making processes.

This year, the focus of the work has been celebrating the tenth anniversary of the ParliaMentors programme. The approach was to continue to establish the programme and apply new business models to embed it into the HE offer. Looking ahead, we will use the experiences of the last year to inform how we integrate our training offering to HE staff, we will look to provide consultative support for inclusive events, and consultancy for senior leaders.

In the last year, the ParliaMentors team has implemented a number of changes intended to enhance the participants' experience and to build towards the tenth anniversary of the Programme in 2017.

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TRUSTEES' REPORT (continued)

Graduation of the 2015/16 cohort took place in the Attlee Suite, Portcullis House, Palace of Westminster. Following a warm welcome from 3FF's Chair of Trustees, Michael Sternberg. Graduating ParliaMentors were addressed by Baroness Williams of Trafford (DCLG Minister), Rabbi Jonathan Wittenberg (Senior Rabbi of the Masorti Movement), and Aqeelah Malek (a graduating student). The graduating ParliaMentors then went on to attend the Annual Alumni Dinner kindly hosted by Norton Rose Fulbright and were addressed by the ParliaMentors Alumni Committee and Phil Champain, 3FF Director.

The 2016/17 Programme was launched at an event held in Attlee Suite, Portcullis House, Palace of Westminster. ParliaMentors were addressed by 3FF's Chair of Trustees, Michael Sternberg, Lord Bourne (DCLG Minister), Rev Sally Hitchiner (Interfaith Advisor and Commentator), and Neil Jameson (CEO Citizens UK). The event was hosted by ParliaMentors Alumni and Programme Manager, Yasmeen Akhtar.

We delivered the programme in nine Universities in London, the Midlands, and Greater Manchester. For the first time, we recruited two groups from Queen Mary's, University of London. This enabled us to pilot the approach of having multiple groups on the same campus as a means of increasing programme reach.

A regionalised approach to the recruitment of 50 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 campus-based workshops and a mid-point national training event, including workshops on evaluating impact, publicity and fundraising. The participants reached over 2,300 people directly through their Social Action Projects.

The training element of ParliaMentors continues to be enhanced by the relationship with the British Council's Active Citizens programme. ParliaMentors has received funding for the last four years from the Active Citizens programme enabling 3FF staff to participate in training and programme beneficiaries to have access to the international network supported by Active Citizens. This has added an international dimension to the programme which participants value.

The ParliaMentors Team are currently developing a new HE training offer which will upskill students and HE staff to create and facilitate more spaces exploring faith and belief on campus. This will extend our impact beyond the 9 Universities we currently work with. This year we delivered a pilot in Coventry to inform a full launch in 17/18.

Case Study – The Interfaith Summit

On 17 November 2016, the second annual Interfaith Summit had 400 people in attendance. The summit saw young leaders of different faiths and beliefs come together to discuss and act on some of today's most pressing issues. Sessions included discussions on post-Brexit community relations, responses to both the US presidential election and the ongoing refugee crisis, and mental health, identity and discrimination - involving leading NGOs, academics and change-makers.

Zara Mohammed, President of FOSIS, and Liron Velleman, Campaigns officer at UJS, both noted the need for the summit in the context of their work with young people on campuses around the UK. Mohammed said: "What the Interfaith Summit has done beautifully is bring people together and let them be themselves, and let them know that it's okay to be yourself."

ParliaMentors alumni Cllr Hashim Bhatti and Amy Longland said "The tensions and divisions that have surfaced since the Brexit vote show that the need to bring people together is greater than ever. There are a lot of people that don't feel as though they're being listened to, they don't feel as though their opinions matter, that is what drives people away from one another."

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TRUSTEES' REPORT (continued)

This year's Summit featured workshops led by organisations such as Kitchen Rituals, who build peace and dialogue through food, as well as the Muslim-Jewish theatre group MUJU. There was also live music from the renowned interfaith festival hosts Faiths in Tune founded and run by alumna Anja Fahlenkamp who runs Faiths In Tune events around the world Chorus. Though the Summit provided the space for discussion and dialogue regarding some of the most controversial issues facing the world today, the event was bought together in a festival style atmosphere; a reflection of 3FF's ethos of not just accepting difference, but celebrating it too.

Alumni in Focus – Jaspreet Singh

"A simple Indian village citizen to a global change maker. My journey was great. Yes I am proud to be a ParliaMentor."

That is how Jaspreet describes himself having recently completed the ParliaMentors programme. For Jaspreet, ParliaMentors was an opportunity to push himself and really enabled him to think of himself as a role model for others. He said, "The highlight of my programme was to contribute to the debate 'How to increase diversity in the Parliament' in the House of Lords. I still remember myself in the little streets of India talking about making big changes in whole of the world, I feel really blessed to say that I had the once in life time opportunity to contribute to a debate within the chambers of UK Parliament. It meant a lot to me and plus my Sikh community members. My story got shared all over the world through Birmingham City University, the British Organization of Sikh Students, Sikhnet on social media and other channels. I still remember more than 100 students and staff members in our Birmingham City University approached me and said "Are you the one who spoke in House Of Lords" and I said "Yes", "Well done, I am so proud of you. Keep it up". I could realize I was living my dream at that time."

Jaspreet applied to take part in ParliaMentors because of his passion for community service, he had been volunteering for a range of causes for some time before applying. Having moved to the UK in 2010 he also wanted to understand and better engaged with UK politics; in particular, he wanted to understand the impact that it had on his native India. Participation in the programme enabled Jaspreet to see the extent to which young people are disengaged with mainstream politics. This is why he was so delighted when he got elected as Vice President for Student Experience in the Birmingham City University Student Union elections in 2016; when his term of office is completed in 2017, Jaspreet intends to join the Army as an Officer.

Social Action in Focus – Breaking Barriers, Growing Green

For their social action project the ParliaMentors at Coventry University set up Breaking Barriers, Growing Green, a project to build more positive relations between students at the university and the local community. Working with the Local Authority, the team secured an overgrown allotment site for free and enlisted a local NGO to work collaboratively on the clear up; subsequently students and local residents worked together to get the allotment site functional. The project culminated with a celebration at the allotment attended by all volunteers, the teams mentor, MP Chris White, and the Mayor of Coventry.

Khadija Ghias, one of the ParliaMentors from Coventry said:

The ParliaMentors programme was a milestone in my academic and personal journey, it has not only taught me the art of managing workload with my final year but also the power to achieve great things if people from diverse backgrounds, ideas and faiths work together. Our project to unite people with the tool of gardening has taught me to celebrate diversity of all ages, colours and mindsets, in order to truly enjoy the 'fruits' this world has to offer us!

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TRUSTEES' REPORT (continued)

Arts and Culture

The Arts and Culture team work with emerging and established artists to create spaces and opportunities for encounters and learning across lines of difference. They support artists to challenge their own artistic practice to embed 3FF values in their work. They work with artists to create learning opportunities that challenge preconceived and status quo notions of faith, belief and identity. The work that the team delivers also celebrates the positive value of interfaith activity and diversity.

Mixed Up Chorus

The Chorus performed over the period of 01/04/2016 to 31/03/2017 at a range of high-profile events this year, to total audiences in excess of 1500 people, garnering attention in a range of national and local press and broadcast media. In the second half of the year 3FF secured a grant from Arts Council England to develop a project about migration and movement called Singing Our Lives. 3FF worked with partners from the Migration Museum, Camden Voluntary Services and Camden Music Services to identify groups that work with or support migrants and refugees to the UK. Having commissioned a composer and librettist to write a song cycle for the Chorus the team then delivered workshops with those groups. Those workshops generated musical melodies and words which are now being turned into a song cycle.

At time of writing Mixed Up Chorus has become a separate entity following full consultation with 3FF.

Near Neighbours

Our continued relations with Near Neighbours has enabled us to build regional partnerships, in particular in Bradford and Southall.

In Bradford we co-created and delivered the *Women – Art – Belief* project. This involved the curation of a portrait photography exhibition and zine of oral histories with 12 women from diverse faith and belief backgrounds across West Yorkshire. The project launch attracted over 100 attendees and featured music, poetry and a discussion about the relationships between gender, faith and the arts. The project drew on our experience of delivering *What Women Believe* in 2015-16. The following is an extract from the forward from the *Women – Art – Belief* publication:

Women of all faiths and beliefs – religious and non-religious – are creating ground-breaking artistic work across west Yorkshire. At a time of heightened religious and racial discrimination where women's identities, beliefs and religious practices are distorted through the lens of inflammatory media and political rhetoric, it is time to turn the spotlight to women artists, whose creative practices articulate the complexity of identity and belief.

In Southall we co-created and delivered the *Picturing our stories* project. This involved running a series of six workshops co-designed with artist Sophie Herxheimer, using illustration and poetry to explore themes of identity and build spoken English confidence with around 25 recently arrived women for whom English is an additional language.

The Arts and Culture team also led various ad hoc events during the year. For instance, the What Women Believe exhibition toured to a youth summit coordinated by St Ursuline School. The team led workshops for 80 young women on interfaith facilitation.

Volunteering

3FF is proud of the volunteering opportunities that it offers to people of all ages and backgrounds. These include our internship programme and our Schools Speaker programme.

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TRUSTEES' REPORT (continued)

This year we offered short term, part time voluntary internships to 20 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, Jewish, Muslim, Agnostic, Baha'i, Hindu, Atheist, Sikh and non-religious; thus providing opportunities for participants to meet and volunteer alongside others from different backgrounds.

An innovation introduced this year to the internship programme was the intern fundraiser. Each cohort of interns are now encouraged to use the skills that they gain through the internship to work collaboratively to deliver a fundraiser for 3FF. This year interns hosted three fundraisers, raising over £200 for the organisation. This has been a valuable addition to the programme as it has given interns a practical opportunity to put the new skills acquired into action.

Innovation in Focus – Volunteer Celebration Event

On the evening of 26 July 2016, we were delighted that 50 3FF volunteers, intern alumni and staff were able to join us at Amnesty International for a celebration of the impact of 3FF volunteers.

The highlight of the evening was a fascinating panel discussion, led by intern alumna Chloë Morley, featuring five panellists: intern alumni Katharine, Qayum and Kirith, and school Speakers Jason and Jeremy. The speakers reflected on how volunteering at 3FF has helped them in other aspects of their lives and careers, and commented on the current interfaith context, as well as the impact we can make as a 3FF community.

Katharine, who interned on 3FF's training team last year and is now working for CCJ, spoke of the importance of the communication skills she learnt at 3FF. 'Communication is key; being able to have a conversation that is personal and respectful.' Kirith, former ParliaMentors intern, added that '3FF forced me to open my mind, to be patient. To learn. To understand one another.'

Intern alumnus Q, now working at UpRising, spoke about his experiences of diversity at 3FF and beyond. 'Find beauty in the difference and the otherness that we all have. What makes us different is what should unify us.' Speaking from his experience as a Schools Speaker, Jason added, 'People think differently to how I think. That's ok. People are different. It's my problem if I put them into boxes.' School Speaker Jeremy closed with the comment that 'the need for what 3FF does has never been greater. If everyone followed, the world would be a better place.'

Interns In Focus – Lizzie Lewis

For Lizzie Lewis, the three-month internship she completed with the Operations and Training teams at 3FF in 2015 set her off on the path of project management in the charity and public sectors. Since volunteering with 3FF, Lizzie has held a number of roles spanning different sectors, including working in Lidl UK's head office, as the Project Officer at the Holocaust Educational Trust, and now as a Project Support Officer in the Transformation Team at Waltham Forest Council.

As well as learning practical skills such as creating Gantt charts and action plans, tracking and recording expenditure for a project's budget, and report writing, Lizzie feels that her experience at 3FF made her much more aware of her own faith journey and that it is an integral part of her identity. It also helped her process and accept opinions that are very different to her own. In her own words, her internship made it "just so clear how important and beneficial it is to bring different people together and create a space for young people to be curious and learn."

Communications

Digital media remains an important way in which we engage with audiences both in the UK and more widely. Digital media reach and engagement increased during the year. Overall website visits were up 14% compared with the previous year (60,598 vs 52,979 visits). Facebook likes increased 25% (3169—3972), reach increased 32% (43181 people per month), engagement 27% (1953 per month). Twitter followers increased 14% (5,800 —6,600

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TRUSTEES' REPORT (continued)

followers). The Communications team delivered promotion and press campaigns around key events throughout the year. 3FF featured in a nearly 20 media publications (local, national and international) over the course of the year.

Members of the team wrote nearly 40 blog posts for the 3FF website which were featured in regular communications with supporters and beneficiaries.

Presentations were made at UK and international events such as the Festival of Education at Wellington College, a UNAOC sponsored conference in New York on the role of education in tackling xenophobia, and at an OSCE event in Warsaw on antisemitism and islamophobia in Europe.

3FF Middle East

During the year 3FFME was able to deliver activities in three areas: Cultural Competency Workshops, Public Engagement and Scriptural Reasoning. Furthermore, 3FFME undertook a series of scoping activities into areas for future potential development.

Clinical and managerial staff from three hospitals Hadassah in Jerusalem, Kaplan in Rehovot, Rambam in Haifa (giving good overall geographic distribution) took part in Cultural Competencies Workshops. Over 170 staff took part in at least one of the three workshops offered as part of the Cultural Competencies Workshops programme.

3FFME's Scriptural Reasoning programming this year included a conference in December, 2016, on Memory and numerous presentations at a range of institutions including at the Hebrew University. These activities have consolidated 3FFME's position as a significant player in the local interfaith, peace-building and conflict resolution landscape based on its Scriptural Reasoning approach.

As the Cultural Competencies Workshops programme has matured, opportunities have arisen to engage with other areas within the healthcare sector.

During the year 3FFME began to engage with the Multifaith Spiritual Chaplaincy movement within the Israeli healthcare sector. In partnership with an NGO called Ba'Ruach (based at Shaareh Zedek hospital, Jerusalem) 3FFME presented to trainee Multifaith Spiritual Chaplains on the work of the organisation; the initial presentations were made at Rambam hospital in Haifa and Shaareh Zedek in Jerusalem. Subsequently, 3FFME was invited to participate in training for Multifaith Spiritual Chaplains; the conference, held in the Arab village of Shfaram in the Galilee, was attended by over 40 Multifaith Spiritual Chaplains. Four Multifaith Spiritual Chaplains expressed an interest in joining 3FFME's pool of facilitators, of which two are now on 3FFME's list. Those two are Arab Christians, adding important diversity to the pool.

As part of that engagement with Ba'Ruach, 3FFME contributed to the creation of a new resource for Multifaith Spiritual Chaplains. This is a book for use by Multifaith Spiritual Chaplains featuring poems, extracts from books, essays and other non-religious texts, with translations in Arabic and Hebrew. 3FFME helped curate the content with a particular emphasis on thinking about cultural competency.

3FFME is also in conversation with staff at the Herzog Hospital to adapt its CCW model for use by clinical staff in treating their patients who are suffering from a range of acute mental health issues, including trauma.

2016/17 has been a strong year for 3FFME. The work has been buoyed by the partnership with Tanenbaum and the support of Polonsky Foundation. Similarly, 3FFME's Project Manager's return from maternity leave gave the work fresh impetus.

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TRUSTEES' REPORT (continued)

Public Engagement

During the year 3FF launched two new public engagement initiatives: the Camden Community Cohesion Monitoring Group (3CMG) and the Council on Faith.

The 3CMG is a voluntary group is made up of Camden-based NGOs (including Camden Volunteer Services) and Community Groups (including faith based groups and faith communities), and other local groups and service providers. In a context of shrinking budgets for the delivery of Community Cohesion policy, 3CMG's role is to scrutinize the Local Authority's commitment to, and delivery of a Community Cohesion agenda. We regularly convene the group in order to support them to achieve change or to respond to issues as they arise.

3FF holds the secretariat of the Greater London Lieutenancy's (GLL), Council on Faith. The GLL is a bridge-building organisation, connecting individuals, organisations and social networks to enhance Londoners' sense of belonging and therefore, increase social inclusion within the capital. Led by the Lord Lieutenant, LL, the GLL is supported in its work by Deputy Lieutenants (DL) who are appointed either as representatives of London Borough's (there is one DL per Borough) or on the basis of particular expertise and experience that they might bring to the GLL.

3FF were invited to support the GLL in developing a London-wide strategy for engaging with more marginalised faith communities as a means of contributing to London-wide strategies on community cohesion. 3FF was identified as a partner for this project because of our reputation for delivering action-oriented interfaith projects that achieve change. It is intended that the Council on Faith will be a space in which DLs are able to engage with the diversity of London's faith communities and also reflect on how they can leverage support to tackle some of the problems resulting from the marginalisation and disempowerment of some of those communities.

In addition to the secretariat role, 3FF is also supporting the Council to implement a new initiative, an annual awards ceremony. The Awards will celebrate the unsung work done by some of London's most marginalised faith community groups in supporting people in their communities. At time of writing it is expected that the Award Ceremony will be held during Interfaith Week, November, 2017.

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.

Financial Review

Going Concern

After making appropriate enquiries, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason they continue to adopt the going concern basis in preparing the financial statements.

THE THREE FAITHS FORUM

TRUSTEES' REPORT (continued)

Review of the period

The charity received income of £726,426 (2016: £641,240) during the year, being income from generated funds and charitable activities. Total resources expended during the year amounted to £778,665 of which £766,780 (2016: £644,142) was direct charitable expenditure. Total fund balances at 31 March 2017 were £152,980 (2016: £205,219).

Donations in the year were as follows:

| | £ |
|---|----------------|
| The Sir Sigmund Sternberg Charitable Foundation | 313,268 |
| Pears Foundation | 166,531 |
| The Linking Network | 32,625 |
| The Exilarch's Foundation | 35,333 |
| British Council | 21,274 |
| Arts Council England | 17,904 |
| John Lyon's Charity | 20,000 |
| Near Neighbours Church Urban Fund | 20,000 |
| Garfield Weston Foundation | 15,000 |
| The Maurice and Hilda Laing Charitable Trust | 10,000 |
| Charity Aid Foundation Charity of the year | 11,372 |
| Anonymous and Donations below £ 10,000 | 44,803 |
| Total | 708,110 |

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 (2016: £44,000).

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 (2016: £ 2,500)

Details of resources expended are shown in the Statement of Financial Activities on page 18 of the financial statements. The charity incurred expenditure of £ 778,665 (2016: £671,670) of which direct charitable expenditure amounted to £ 622,969 (2016: £533,576) support costs were £ 90,681 (2016: £78,055) fundraising costs were £11,885 (2016: £7,525).

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 £29,000 and £87,000.

The free reserves amounted to £68,198 at 31 March 2017. The Charity is in a position where significant funds are received for specific projects and restricted funds at 31 March 2017 amounted to £81,170. Those funds will be utilised in the year ending 31 March 2018.

THE THREE FAITHS FORUM

TRUSTEES' REPORT (continued)

The charity's assets are held for the purpose of the aforesaid charitable purposes and the trustees consider that the financial position of the charity at 31 March 2017 is satisfactory to enable it to continue its activities.

Future plans

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

As mentioned above, following a review of the strategic objectives of the charity, the trustees have initiated the process of transferring the charity into a Charitable Incorporated Organisation.

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 14 November 2017 and signed on their behalf by:

Michael V Sternberg QC FRSA KCFO
(Chair of Trustees)



THE THREE FAITHS FORUM

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE THREE FAITHS FORUM

We have audited the financial statements of The Three Faiths Forum for the year ended 31 March 2017 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 United Kingdom Accounting Standards including the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

Respective responsibilities of trustees and auditors

As explained more fully in the Trustees' responsibilities statement set out on page 15. 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 2017, 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.

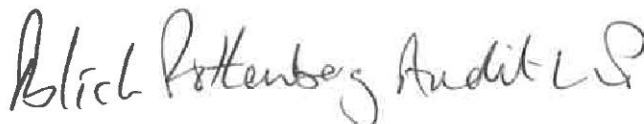
THE THREE FAITHS FORUM

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 inconsistent 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 Audit LLP
Statutory Auditor
16 Great Queen Street
Covent Garden
London WC2B 5AH



Date:

20 November 2017

Blick Rothenberg Audit 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 2017

| | | 2017 | | | 2016 |
|---|---|--------------------|------------------|-----------------|-----------------|
| | | Unrestricted funds | Restricted funds | Total funds | Total funds |
| | | £ | £ | £ | £ |
| Notes | | | | | |
| <u>Income</u> | | | | | |
| Donations and legacies | 3 | 322,122 | 385,988 | 708,110 | 616,978 |
| Charitable activities | 4 | 10,834 | 7,060 | 17,894 | 23,645 |
| Investment income | 5 | 422 | - | 422 | 617 |
| Total income | | 333,378 | 393,048 | 726,426 | 641,240 |
| <u>Expenditure</u> | | | | | |
| Cost of raising funds | 6 | 11,885 | - | 11,885 | 7,525 |
| Direct charitable expenditure | 6 | 335,116 | 431,664 | 766,780 | 664,145 |
| Total expenditure | 6 | 347,001 | 431,664 | 778,665 | 671,670 |
| Net expenditure and net decrease in funds for the financial year | | (13,623) | (38,616) | (52,239) | (30,430) |
| Fund balances brought forward | | 85,433 | 119,786 | 205,219 | 235,649 |
| <u>Fund balances carried forward</u> | | 71,810 | 81,170 | 152,980 | 205,219 |

There were no recognized 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 21 to 29 form part of these financial statements.

THE THREE FAITHS FORUM

BALANCE SHEET AS AT 31 MARCH 2017

| | | 2017 | | 2016 | |
|-------------------------------------|-------|------------------|-----------------------|-----------------|-----------------------|
| | Notes | £ | £ | £ | £ |
| <u>Fixed Assets</u> | | | | | |
| Tangible assets | 8 | | 7,322 | | 9,763 |
| <u>Current Assets</u> | | | | | |
| Debtors | 9 | 17,008 | | 16,851 | |
| Cash at bank and in hand | | 307,022 | | 259,144 | |
| | | <u>324,030</u> | | <u>275,995</u> | |
| Creditors: | | | | | |
| Amounts falling due within one year | 10 | <u>(178,372)</u> | | <u>(80,539)</u> | |
| Net current assets | | | <u>145,658</u> | | <u>195,456</u> |
| Net assets | | | <u>152,980</u> | | <u>205,219</u> |
| <u>Represented by</u> | | | | | |
| Unrestricted fund | 11 | | 71,810 | | 85,433 |
| Restricted funds | 11 | | 81,170 | | 119,786 |
| Total funds | 12 | | <u>152,980</u> | | <u>205,219</u> |

The notes on pages 21 to 29 form part of these Financial Statements.

Approved by the Board of Trustees on *14 November 17* and signed on their behalf by:

Michael V Sternberg QC FRSA KCFO
(Chair of Trustees)



THE THREE FAITHS FORUM

CASH FLOW STATEMENT FOR THE YEAR ENDED 31 MARCH 2017

| | 2017 | 2016 |
|---|----------------|------------------|
| | £ | £ |
| Reconciliation of net movement in funds to net cash flow from operating activities | | |
| Net movement in funds | (52,239) | (30,430) |
| Add back: | | |
| Depreciation | 2,441 | 3,254 |
| Investment income | (422) | (617) |
| Increase in debtors | (157) | (6,014) |
| Increase/(decrease) in creditors | 97,833 | (93,589) |
| Net cash generated from/(used in) operating activities | 47,456 | (127,396) |
| Cash flows from investing activities | | |
| Interest income | 422 | 617 |
| Cash provided by investing activities | 422 | 617 |
| Increase/(decrease) in cash and cash equivalents | 47,878 | (126,779) |
| Cash and cash equivalents at 1 April 2016 | 259,144 | 385,923 |
| Cash and cash equivalents at 31 March 2017 | 307,022 | 259,144 |

THE THREE FAITHS FORUM

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2017 (continued)

1. Accounting Policies

Basis of preparation

The financial statements have been prepared under the historical 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) (effective 1 January 2015) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The Three Faiths Forum (3FF) meets the definition of a public benefit under FRS 102. Assets and liabilities are initially recognised at historic cost or transaction value unless otherwise stated.

Going concern

After making appropriate enquiries, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason they continue to adopt the going concern basis in preparing the financial statements.

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

Income is recognised in the statement of financial activities when the charity is entitled to the income, it is probable that the income will be received and the amount can be quantified reliably. 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 receivable. 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 posts and running costs are credited to a restricted fund against which the running costs incurred are charged.

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

THE THREE FAITHS FORUM

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2017 (continued)

Donated services and facilities are included at the value to the charity where this can be quantified which is the amount the charity would have been willing to pay to obtain the services or facilities on the open market. A corresponding amount is recognised in expenditure in the period of receipt. The value of services provided by volunteers and trustees has not been included in these accounts.

Investment income is recognised when receivable.

Resources expended

Expenditure is recognised on an accruals basis when there is a legal or constructive obligation to pay, it is probable that settlement will be required and the amount of the obligation can be measured reliably. 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 associated with attracting voluntary income.

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.

All costs are allocated between the expenditure categories of the statement of financial activities on a basis designed to reflect the use of the resources. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis.

Support costs are those functions that assist the work of the charity. Support costs include administration, finance, payroll and governance costs. These costs are allocated to charitable activities on an appropriate basis.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

THE THREE FAITHS FORUM

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2017 (continued)

Pension obligation

The charity contributes to a defined contribution pension scheme for employees. Contributions are charged to the statement for financial activities in the year they are incurred.

Foreign currencies

The charity's functional and reporting currency is sterling as it is the currency of the charity's primary economic area. Transactions in foreign currencies are translated into sterling at the rate ruling on the date of the transaction. Assets and liabilities are translated at the rate ruling at the balance sheet date. All differences are taken to the Statement of Financial Activities.

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 Legal status of the trust

The charity is an unincorporated trust, details of its legal status and principal place of business are given on page 7.

3 Income from donations and legacies

| | 2017 | | 2016 |
|--------------------|----------------------------|--------------------------|---------------------|
| | <u>Unrestricted</u> | <u>Restricted</u> | <u>Total</u> |
| | <u>funds</u> | <u>funds</u> | <u>Total</u> |
| | £ | £ | £ |
| Donations received | 275,622 | 385,988 | 661,610 |
| Donated services | 46,500 | - | 46,500 |
| | 322,122 | 385,988 | 708,110 |
| | | | 616,978 |

In the year ended 31 March 2016 donations were allocated £260,924 to unrestricted funds and £309,554 to restricted funds. Donated services were allocated £18,204 to unrestricted funds and £28,296 to restricted funds.

THE THREE FAITHS FORUM

. NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2017 (continued)

4 Income from charitable activities

| | 2017 | | 2016 |
|-----------------------------------|---------------------|-------------------|---------------|
| | <u>Unrestricted</u> | <u>Restricted</u> | <u>Total</u> |
| | <u>funds</u> | <u>Funds</u> | <u>Total</u> |
| | £ | £ | £ |
| Interfaith educational activities | 10,276 | - | 10,276 |
| Other income | 558 | 7,060 | 7,618 |
| | 10,834 | 7,060 | 17,894 |

In 2016 all inter faith income was allocated to unrestricted funds. Other income was allocated £6,484 to unrestricted funds and £7,304 to restricted funds.

5 Investment income

| | 2017 | | 2016 |
|---------------|---------------------|-------------------|--------------|
| | <u>Unrestricted</u> | <u>Restricted</u> | <u>Total</u> |
| | <u>funds</u> | <u>Funds</u> | <u>Total</u> |
| | £ | £ | £ |
| Bank interest | 422 | - | 422 |

In the year ended 31 March 2016 all interest was unrestricted.

THE THREE FAITHS FORUM

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2017 (continued)

| Note 6 | Total | Interfaith Activities | Events | Education | Mentoring | Middle East | 2016 Total | Basis of Apportionment |
|---|---------|--------------------------|--------|-----------|-----------|----------------|---------------|---------------------------|
| | £ | £ | £ | £ | £ | £ | £ | |
| <u>Fund Raising Cost</u> | | | | | | | | |
| Fund Raising Fees | 11,885 | 11,885 | - | - | - | - | 7,525 | Actual Costs |
| | 11,885 | 11,885 | - | - | - | - | 7,525 | |
| <u>Direct Charitable Expenditure</u> | | | | | | | | |
| Facilitation and Schools expenses | 27,527 | - | 25,206 | 2,321 | - | - | 21,348 | Actual Costs |
| Salaries | 427,234 | 202,501 | 39,566 | 101,870 | 83,297 | - | 395,655 | Staff Time |
| Employer's national insurance | 35,835 | 16,463 | 2,841 | 8,954 | 7,577 | - | 34,613 | Staff Time |
| Pensions | 6,933 | 3,459 | 550 | 1,656 | 1,269 | - | - | Staff Time |
| Freelance assistants | 69,338 | 23,223 | 11,712 | 10,343 | 1,003 | 23,058 | 33,933 | Staff Time |
| Event expenses | 22,659 | 27 | 3,296 | 2,530 | 15,524 | 1,283 | 37,836 | Actual Costs |
| Mentoring expenses | 12,643 | - | - | - | 12,643 | - | 5,798 | Staff Time |
| Evaluation | - | - | - | - | - | - | 251 | Actual Costs |
| Rebrand Cost | 20,800 | 20,800 | - | - | - | - | - | Actual Costs |
| Prizes | - | - | - | - | - | - | 1,188 | Actual Costs |
| Project cost | - | - | - | - | - | - | 2,954 | Actual Costs |
| | 622,969 | 266,471 | 83,170 | 127,674 | 121,312 | 24,341 | 533,576 | |
| <u>Governance Cost</u> | | | | | | | | |
| Auditor's fees for audit services | 6,630 | 6,630 | - | - | - | - | 6,014 | All Governance Cost |

THE THREE FAITHS FORUM

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2017 (continued)

| | | | | | | | | |
|-------------------------------------|----------------|----------------|---------------|----------------|----------------|---------------|----------------|---------------|
| Support Cost | | | | | | | | |
| Books, publication and subscription | 2,283 | 1,158 | 79 | 934 | 77 | 34 | 2,185 | Actual Costs |
| CRB | 690 | 56 | - | 634 | - | - | 620 | Actual Costs |
| Equipment | 3,377 | 1,029 | 162 | 1,824 | 94 | 268 | 1,365 | Actual Costs |
| Printing, postage and stationery | 9,062 | 2,985 | 1,327 | 1,077 | 3,235 | 437 | 7,485 | Actual Costs |
| Bank charges and interest | 535 | 161 | - | - | 20 | 353 | 330 | Actual Costs |
| Training and course fee | 9,781 | 8,785 | 40 | 454 | 477 | 24 | 4,922 | Staff Time |
| Office costs | 693 | 513 | - | 90 | 90 | - | 5,909 | Staff Time |
| Insurance | 1,776 | 946 | - | 316 | 514 | - | 1,747 | Staff Time |
| Sundry expenses | 3,262 | 2,063 | 214 | 430 | 387 | 168 | 5,178 | Actual Costs |
| Intern Expenses | 7,579 | 3,628 | 773 | 1,544 | 1,633 | - | 9,235 | Actual Costs |
| IT and communication | 7,086 | 4,332 | - | 1,403 | 1,352 | - | 4,355 | Staff time |
| Travelling and subsistence | 19,408 | 5,135 | 665 | 6,823 | 5,192 | 1,593 | 16,487 | Actual Costs |
| Marketing and publicity | 4,168 | 1,115 | 329 | 662 | 2,062 | - | - | Actual Costs |
| Telephone Expenses | 213 | 34 | - | - | - | 179 | 85 | Actual Costs |
| Professional fees | 9,249 | 4,302 | 291 | 1,945 | 1,930 | 781 | 7,529 | Actual Costs |
| Electricity Expenses | 2,289 | 1,319 | 54 | 458 | 458 | - | 2,088 | Actual Costs |
| Recruitment Expenses | 1,245 | 208 | 175 | 811 | 50 | - | 968 | Actual Costs |
| Business Rates | 4,349 | 2,174 | - | 1,087 | 1,087 | - | 4,313 | Actual Costs |
| Management Fees | - | (26,808) | 6,103 | 10,961 | 9,744 | - | - | Actual Costs |
| Bad Debts written off | 1,196 | 1,196 | - | - | - | - | - | |
| Depreciation | 2,441 | 1,182 | 267 | 726 | 267 | - | 3,254 | Use of assets |
| | 90,681 | 15,515 | 10,480 | 32,179 | 28,670 | 3,838 | 78,055 | |
| Donated services | 46,500 | 46,500 | - | - | - | - | 46,500 | Actual costs |
| Total | 778,665 | 347,001 | 93,650 | 159,853 | 149,982 | 28,178 | 664,145 | |

In the year ended 31 March 2016 expenditure on fund raising costs comprised costs of £11,885 (2016: £7,525) all of which were unrestricted. Charitable expenditure comprised costs of £766,780 (2016: £664,145) of which £335,117 (2016: £265,894) was unrestricted and £431,664 (2016: £398,251) was restricted.

THE THREE FAITHS FORUM
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2017 (continued)

7 Analysis of staff costs and the cost of key management personnel

Staff costs were as follows:

| | 2017 | 2016 |
|-----------------------|----------------|----------------|
| | £ | £ |
| Wages and salaries | 427,234 | 395,655 |
| Social security costs | 42,768 | 34,613 |
| Other pension costs | 6,933 | - |
| | <u>476,935</u> | <u>430,268</u> |

There was an average of 19 employees (2016: 19 employees) during the year. There were no employees with emoluments above £60,000 (2016: £Nil).

No remuneration, reimbursed expenses or professional fees were paid to trustees in the year (2016 - £ Nil).

The key management personnel of the charity comprise the Director and Deputy Director as well as the trustees. The total employee benefits of the key management personnel of the charity were £87,709 (2016: £83,248).

8 Tangible fixed assets (for use by the charity)

| | Office Equipment |
|-------------------------|---------------------|
| Cost | £ |
| At 1 April 2016 | 20,514 |
| Additions | - |
| At 31 March 2016 | <u>20,514</u> |
| Depreciation | |
| At 1 April 2016 | 10,751 |
| Charge for the year | 2,441 |
| At March 2015 | <u>13,192</u> |
| Net Book Value | |
| At 31 March 2017 | <u>7,322</u> |
| At 31 March 2016 | <u>13,017</u> |

| | 2017 | 2016 |
|------------------|---------------|---------------|
| | £ | £ |
| 9 Debtors | | |
| Trade debtors | 1,800 | 15,288 |
| Accrued income | 10,093 | 1,563 |
| Prepayments | 5,114 | - |
| | <u>17,008</u> | <u>16,851</u> |

THE THREE FAITHS FORUM

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2017 (continued)

| | 2017 | 2016 |
|--|----------------|---------------|
| | £ | £ |
| 10 Creditors: Amounts falling due within one year | | |
| Other taxes and social security | 10,932 | 8,880 |
| Other creditors | 10,976 | 12,215 |
| Grants/donations received in advance | 150,164 | 53,474 |
| Accruals | 6,300 | 5,970 |
| | 178,372 | 80,539 |

Deferred income comprises grants and other income received in advance of project commencing.

11 Analysis of charitable funds

| | Opening Balance | Income | Expenditure | Closing Balance |
|--------------------------|--------------------|---------|-------------|--------------------|
| | £ | £ | £ | £ |
| Unrestricted Funds | 85,433 | 333,378 | 347,001 | 71,810 |
| Restricted Funds | 119,786 | 393,048 | 431,664 | 81,170 |
| Balance at 31 March 2017 | 205,219 | 726,426 | 778,665 | 152,980 |

Restricted fund analysis

| | Opening balance | Income | Expenditure | Closing balance |
|-------------|--------------------|---------|-------------|--------------------|
| | £ | £ | £ | £ |
| Education | 84,752 | 133,947 | 159,853 | £ |
| Events | 9,076 | 93,468 | 93,650 | 58,846 |
| Mentoring | 22,675 | 144,912 | 149,982 | 8,893 |
| Middle East | 3,283 | 20,721 | 28,178 | 17,605 |
| | 119,786 | 393,048 | 431,664 | (4,174) |

THE THREE FAITHS FORUM

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2017 (continued)

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: 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.

| 12 Analysis of net assets | Unrestricted funds £ | Restricted funds £ | Total funds £ |
|--|----------------------------|--------------------------|---------------------|
| Fund balances at 31 March 2017 are represented by: | | | |
| Fixed assets: tangible assets | 3,612 | 3,710 | 7,322 |
| Current assets: cash at bank and in hand | 167,584 | 139,438 | 307,022 |
| Debtors and prepayments | 6914 | 10,094 | 17,008 |
| Creditors: amounts falling due within one year | (106,300) | (72,072) | (178,372) |
| | 71,810 | 81,170 | 152,980 |

13 Controlling party

The ultimate controlling party is the Trustees.