



MERCHANT NAVY WELFARE BOARD

**8 Cumberland Place
Southampton
SO15 2BH**

**66th
ANNUAL REPORT
&
AUDITED FINANCIAL STATEMENTS
FOR
YEAR ENDING 31st DECEMBER 2013**

**REGISTERED COMPANY NUMBER: 453053
REGISTERED CHARITY NUMBER: 212799
CHARITY NUMBER (SCOTLAND): SC039669**

TUESDAY



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Merchant Navy Welfare Board

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Merchant Navy Welfare Board

Chairman's Report for the Year Ended 31 December 2013

On behalf of the Trustees it gives me great pleasure to introduce this report for 2013 – a year which saw both the UK's ratification of the Maritime Labour Convention, 2006 and the culmination of the Board's own strategic review.

MLC 2006 is highly significant in as much as it provides for decent living and working conditions for seafarers, together with their welfare.

The Board exists to assist and promote cooperation to organisations providing welfare services to seafarers and their dependants in the United Kingdom, together with visiting seafarers. It is pleasing to note that, with particular reference to MLC 2006, the MCA recognises and supports this important role of the MNWB – as outlined in MGN 486 (M).

Using an external facilitator from NVCO, the strategic review was thorough and consumed many hours. I am grateful to the Trustees for their valuable time and input – as I am also to our Constituent members, the Port Welfare Committees and the staff.

After 65 years of existence, we objectively re-examined our role and purpose and found ourselves not only 'fit for purpose' but with many new future projects to consider. Project management is one of our great strengths and details of these are outlined within this report but include; managing a partnership project on behalf of ISWAN to encourage the development of Seafarers' Welfare Boards outside of the UK and a further collaborative project to endeavour to improve funding from Port levies.

Nothing is ever set in concrete however, and the Board will remain flexible in meeting the welfare needs of the maritime charities, the seafarers and their dependants, all of whom it is proud to serve.

Ask any chairman what keeps him awake at night and he will invariably reply, "finance". I am pleased to report however, that the Board's balance sheet remains strong and that our investments – upon which we rely, continued to rally throughout the year. Whilst we do not actively fundraise, we are also most grateful for those legacies and donations, which do much to enhance the support we can give.

Our Port Welfare Committees – which provide a forum for local welfare needs, continue to go from strength to strength and the Trustees are grateful to them for all the support, time and energy they devote.

Finally, and as always, sincere thanks to David Parsons and all the staff without whose energy and commitment to the Board would not be what it is. It is significant that Peter Tomlin was awarded the Merchant Navy Medal and we extend our warm congratulations to him.

R J Jones
Chairman

Merchant Navy Welfare Board

Chief Executive's Introduction for the Year Ended 31 December 2013

The most significant event affecting seafarers' welfare, both in the UK and Gibraltar last year, was the mutual ratification of the Maritime Labour Convention - MLC (2006) in early August. This is widely regarded as the "seafarers bill of rights" and should do much to enhance working conditions. It is particularly significant because the Regulations lay great emphasis on the importance of national welfare boards and port welfare committees and the ILO used MNWB as its primary role model for this purpose.

As the Chairman has covered in his report, much effort was spent during 2013, in undertaking a long term strategic review. The Board's staff, as always, are pleased to take on these new challenges and importantly the Council has recognised this by providing the extra resources needed to enable us to undertake the extra tasks, alongside the existing on-going strategy.

The biggest challenge, arising from the review, is the need to maintain, continuously review and ideally enhance welfare provision within the maritime sector. This of course this can only be achieved with adequate resources. With fewer people having any connections with the sea, traditional fundraising has become ever more challenging. The Board is not a fundraising organisation, but hopefully it can do something to help support its partners who are so dependent on reliable income streams. In late 2012 the Merchant Navy Fund, was established to raise money "from the Merchant Navy, for the Merchant Navy". This is a collaborative scheme using the Board's unique understanding of the sector and the general fundraising expertise of Seafarers UK. The Fund is gaining support and money raised is already being used for projects that could not otherwise be achieved.

Significantly MLC (2006) recognises the importance of those of our Constituents providing port based welfare and ensuring that those services are adequately maintained. There are already a number of ports that have in place very successful levies or contributions. The Board has agreed to act as lead charity in a collaborative project to encourage more ports to introduce such schemes. The rationale behind this is that there is a very real likelihood that services will need to be reduced if funding is not improved. Any cutbacks will clearly impact, adversely, on port authorities and shipping agents, both of which could be faced with dealing with difficult complex welfare issues currently managed by voluntary societies. The Board is now growing its database that provides comprehensive information about port activities against welfare services currently in place. The information will identify any gaps in provision. This work is being undertaken utilising the unique knowledge and support of the PWCs.

The Board is also taking back, from the Maritime Charities Funding Group (MCFG), responsibility for managing the various working groups, whose membership is now exclusively MNWB Constituents. These will review the changing needs of both domiciled and visiting seafarers, whilst working within terms of reference, to produce timely reports and recommendations. These will be of great value to both Constituent members and the MCFG. Other new projects include: looking at working with the Watch Ashore to provide a mutual support social media network for wives and partners of seafarers; considering whether there are benefits for and ways of rationalising back-office services; and looking at new training packages. In addition we have been commissioned and funded to manage a pilot project, on behalf of the International Seafarers Welfare & Advice Network (ISWAN), to begin establishing seafarers' welfare boards and PWCs and other states around the world. This recognises our long experience and expertise in this field. Assuming it is successful and subject to further funding, it is anticipated that this will become a much larger project lasting several years.

Once again we managed to fund a number of grants and this included an on-going programme to support small projects throughout the year. The latter was particularly well received and avoided delays in starting work which is often urgent. October saw the end of the five-year collaborative port welfare vehicle replacement, which was hugely welcomed by the recipient societies. It is pleasing to report that a new replacement programme was launched on 1st January 2014, albeit on an annual review basis by our three original our partners: ITF Seafarers' Trust, Seafarers UK and Trinity House.

Finally I would like to echo the thanks of the Chairman to all our Constituents, Port Welfare Committee members and my own colleagues for all the enthusiasm and support given to the work of the Board.

Captain David Parsons MNM MNI
Chief Executive

STRUCTURE, GOVERNANCE AND MANAGEMENT

The trustees present their 66th Annual Report and the audited Financial Statements for the year ended 31st December 2013. The trustees have adopted the provisions of the Statement of Recommended Practice 'Accounting and Reporting by Charities' issued in March 2005 (SORP 2005) as updated in May 2008.

REFERENCE AND ADMINISTRATIVE DETAILS MISSION STATEMENT

"Supporting the provision of quality welfare services for seafarers *and their dependants*"

OBJECTIVES

The Key Objectives of the Merchant Navy Welfare Board are to:

- Help improve the effectiveness of all those charities caring for merchant seafarers, fishers and their dependants and this is done irrespective of nationality, religion or ethnic background.
- Strive to ensure that all welfare needs are met through the most effective deployment of resources.
- Facilitate the work of Constituent organisations through the provision of grants and specialist support services.
- Provide a dedicated welfare support and referral service for UK seafarers and their dependants.
- Manage and support Port Welfare Committees to develop local welfare services.
- Encourage and enable closer collaboration amongst both Constituent organisations and Port Welfare Committees.
- Represent and raise awareness of seafarers' welfare issues at national level.

N.B. The wording shown above was amended by the Council on 17th July 2013 to better address the current objectives and summarises the formal Objects, a copy of which may be obtained from the Chief Executive.

STATEMENT OF PUBLIC BENEFIT

The objectives, activities, achievements and performance of the Board, which the charity undertakes for the public benefit, are clearly set out in this report. The trustees confirm that they have complied with their duties under Section 4 of the Charities Act 2011 of having due regard to public benefit guidance, published by the Charity Commission for England & Wales (the Commission), in determining the activities undertaken by the Board. In the interest of transparency, the trustees make the following statements on the two key principles of public benefit:

- The clear benefits provided by the Board are delivered through the key objectives set out above and reflected in the disclosure of charitable expenditure in the Statement of Financial Activities.
- The primary objective of the Board is to help improve the effectiveness of all those charities caring for merchant seafarers, fishermen and their dependants and this is done irrespective of nationality, religion or ethnic background.
- No detriment or harm arising from the work of the Board has been identified.
- The beneficiaries are those charities caring for merchant seafarers, fishermen and their dependants. This is directly in accordance with the terms of the Board's constitution.
- The Board is active within the United Kingdom and has worldwide connections.
- People in poverty are at the heart of what the Board does and it is not aware of any Constituent member excluding benefits from anybody in poverty.
- There are no private benefits of which the Board is aware.

NATURE OF THE GOVERNING DOCUMENT

The Board is governed by Articles of Association adopted by a Special Resolution on 20th May 2010. These comply with the provisions of the Companies Act 2006 and the Charities Act 2011.

Merchant Navy Welfare Board

Report of the Trustees for the Year Ended 31 December 2013

REGISTRATION DETAILS

The Board is a Company Limited by Guarantee and as such it does not have share capital. The company is registered in England and Wales under company number 453053. The Board is also registered with the Charity Commission for England & Wales under its registered number 212799 and in Scotland with the Office of the Scottish Charity Regulator (OSCR) under number SC039669.

TAXATION STATUS

The Board, as a registered charity in England and Wales, is exempt from taxation on its charitable activities. This has been confirmed by H M Revenue & Customs.

REGISTERED OFFICE

The registered office of the Board is 8 Cumberland Place, Southampton SO15 2BH
Telephone: 023 8033 7799 Fax: 023 8063 4444 e-mail: enquiries@mnwb.org.uk
Website: www.mnwb.org

WELFARE ORGANISATIONS SUBSCRIBING TO THE CONSTITUTION OF THE BOARD (CONSTITUENT MEMBERS)

Aberdeen Seafarers' Centre	Royal Alfred Seafarers' Society
Aged Merchant Seamen's and Sunderland Distressed Mariners Fund	Royal Liverpool Seamen's Orphan Institution
Apostleship of the Sea, Great Britain	Royal Merchant Navy Education Foundation*
Broughton House Home for Disabled Ex-Servicemen	Royal National Mission to Deep Sea Fishermen
Centres for Seafarers	Sailors' Children's Society
Care Ashore**	Sailors' Orphan Society of Scotland
Erskine Hospital	Sailors' Society
Grimsby Sailor's & Fishing Charity	Scottish Nautical Welfare Society
Guild of Benevolence of the IMarEST	Scottish Veterans' Residences
Humber Seafarers' Service	Seafarers UK (King George's Fund for Sailors)
Honourable Company of Master Mariners Charities	Seamen's Christian Friend Society
Liverpool Sailors' Home Trust	Seamen's Hospital Society
Lowestoft Fishermen's and Seafarers' Benevolent Society	Seamen's Welfare Fund (Gibraltar)
Manx Marine Society	Shipwrecked Mariners' Society
Marine Society & Sea Cadet Association	SSAFA
Merchant Navy Association	Trinity House
Merchant Navy Association of Northern Ireland	Trinity House, Hull
Mersey Mission to Seafarers	Tyne Mariners' Benevolent Institution
Mission to Seafarers	Veterans' Aid
Nautilus Welfare Fund	Whitby Merchant Seamen's Hospital Houses
Queen Victoria Seamen's Rest	Willie Seager Memorial Trust
	Wilson's Mariners' Homes

N.B. These are not connected Charities within the meaning of the SORP 2005

*Formerly Royal Merchant Navy School Foundation

** Formerly Merchant Seaman's War Memorial Society

Under its Articles of Association the Board is no longer required to hold a formal Annual General Meeting. For any constitutional changes it will hold an Extraordinary General Meeting to which all Constituent members will be invited.

Merchant Navy Welfare Board

Report of the Trustees for the Year Ended 31 December 2013

TRUSTEES AND MEMBERSHIP OF THE COUNCIL

The Board's trustees are known as its Council. New members are appointed by Council, primarily on the basis of the skills and experience required to carry out their responsibilities effectively in the best interest of the charity.

Details of Council membership during 2013 and changes to the date of this report were as follows:

Chairman: R J Jones, elected to this position on 20.02.10
Vice Chairman: A M Dickinson, re-elected to this position on 18.07.12

Ship Owners' & Ship Managers Representatives:

Capt A Cassels (Appointed 20.05.11)
D Colclough (Appointed 20.05.11)
R J Jones (Chairman) (Re-elected 20.05.10)
T E Springett (Appointed 20.05.12)

Trade Union Representatives:

M Carden, RMT (Appointed 20.05.11)
A M Dickinson, Nautilus International (Vice-Chairman) (Appointed 20.05.12)
M Jess, Nautilus International (Appointed 19.10.11)
S Todd, RMT (Re-elected 20.05.10)

Voluntary Sector Representatives:

Lt Col I Ballantyne RM FCMI, Scottish Veterans' Residences (Appointed 20.05.12)
Revd Canon K Peters, Mission to Seafarers (Appointed 20.05.12)
Ms D Thomas, Sailors' Children's Society (Appointed 20.05.12)

Persons able to make a particular contribution of value to the Charity because of their specialist expertise:

Cdre B Bryant CVO RN, Seafarers' UK (Reappointed 20.05.10)
L McFadyen, Solicitor (Retired 25.07.13)*
G Lane, Chartered Accountant (Appointed 20.05.12)

The Board wishes to place on record its appreciation for the contributions made by all members of the Council. It took the decision not to make any new appointments whilst it was undergoing a long term strategic review. Appointments, or reappointments, will take place again during 2014.

***Retired Council Member** The Board wishes to place on record its gratitude to Mr Lawrence McFadyen who retired from Council on 25th July to return to a career at sea.

INDUCTION AND TRAINING OF TRUSTEES

All newly appointed trustees are provided with an induction pack that includes the governing documents, latest annual report, recent minutes of Council and other relevant meetings, publicity literature and the Charity Commission's relevant publications and information leaflets. Within the first few months of their election, Council members are invited to attend a day's induction at the Board's offices where they are introduced to the staff, given a comprehensive insight into the daily operation and a briefing on the Board's strategy and projects. The 'Trustee Role Description', outlining the general duties of the Board, is reviewed annually.

COMPANY SECRETARY

Capt D A Parsons MNM MNI, Chief Executive

Merchant Navy Welfare Board

Report of the Trustees for the Year Ended 31 December 2013

PROFESSIONAL ADVISERS

Auditors:
Sheen Stickland LLP
7 East Pallant
Chichester
West Sussex
PO19 1TR

Bankers:
CAF Bank Ltd
25 Kings Hill Avenue
West Malling
Kent
ME19 4JQ

Investment Manager:
Berry Asset Management PLC
79 Pall Mall
London
SW1Y 5ES

Solicitors:
Blake Lapthorn
Harbour Court
Compass Road
North Harbour
Portsmouth
PO6 4ST

Accounts Administration:
Winchester Bourne Ltd
4 Leylands Business Park
Colden Common
Winchester
SO21 1TH

STAFF

The Board employs seven full time members of staff directly in its work. Details of staff members employed during 2013 were as follows:

Captain David Parsons MNM MNI - Chief Executive
Mr Peter Tomlin MBE MNM - Deputy Chief Executive
Mrs Susan Newcombe - Port Welfare Committee Manager
Miss Sharon Coveney – Port Welfare Committee Manager (joined 6th May 2013)
Mrs Sally Oliver - Welfare Support Manager
Miss Sarah Edward - Training and Project Support Manager
Mrs Louise Furber - Office Administrator & Personal Assistant to Chief Executive

Note: Mrs Carolyn Lewis – Port Welfare Committee Manager – left the Board on 1st April 2013 to pursue a new career having joined on 2nd March 2009. The Board wishes to place on record its thanks to Mrs Lewis for all her work in support of the Port Welfare Committees and wishes her well in the future.

VOLUNTEER HELP

The Board does not utilise volunteers for its day to day activities.

ORGANISATIONAL STRUCTURE AND DECISION MAKING

The Board's Council normally holds four meetings per annum. The meetings are used to review current and agree future policy, strategy, financial matters including investments, services to Constituent charities and grant distribution. In addition it holds joint meetings for Constituent and Port Welfare Committee members. In the event of needing to make any amendments to the Articles of Association the Board will arrange an EGM.

The Council takes the view that internal controls provide adequate safeguards. All transactions are properly authorised and recorded thus ensuring that any material errors and irregularities are detected and prevented.

RISK ASSESSMENT

The Board has a formal risk management process, which identifies the role for the Council as:

- Ensuring that the identification, assessment and mitigation of risks are linked to the achievement of the Board's operational objectives.
- Ensuring that the process covers all areas of risk e.g. financial, governance, operational and reputational and is focused primarily on major risks including those arising from investment issues, such as reviewing the Investment Asset Allocation in the light of global economic problems.
- Ensuring that the process seeks to produce a risk exposure profile that reflects the Board's views as to the level of acceptable risk.
- Reviewing and considering the principal results of risk identification, evaluation and management.

Merchant Navy Welfare Board

Report of the Trustees for the Year Ended 31 December 2013

RISK ASSESSMENT

To ensure that risk management is a continuous process and embedded in all management and operational procedures, a revision of the risk profile is completed annually by the Chief Executive and includes positive confirmation that controls are in place to mitigate material risks.

FINANCIAL REVIEW

Income from unrestricted resources for the year amounted to £429,902 (2012 - £458,575) whilst total unrestricted resources expended amounted to £803,058 (2012 - £731,431). A deficit for the year amounted to £373,156 (2012 - £270,181).

As detailed elsewhere in this report grants awarded in the year totalled £226,286 (2012 - £207,313).

Income in respect of restricted resources amounted to £118,138 (2012 - £163,127) and expenditure amounted to £117,447 (2012 - £235,801).

Investment performance is dealt with later in the report but the total realised and unrealised gains and losses amounted to £1,867,461 gain (2012 - gain £1,146,529) for the year. This has resulted in the value of investments under management increasing to £13,722,060 (2012 - £12,346,978).

Overall net assets stand at £13,980,208 (2012 - £12,485,212).

RESERVES POLICY

The Council annually reviews the level of the Board's reserves available to meet the on-going ability to finance administrative costs, other services to Constituent members and grants. In order to determine and monitor the appropriate reserves level, the Board assesses likely future demand for grants and services against income expectation. Council, when determining the financial forecasts, considers the appropriate level of reserves. The Board takes the view that the investments held as at 31st December 2013, with a value of £13,722,060 (2012 - £12,346,978) are adequate to provide income to sustain the current levels of demand increasing in line with the retail price index. From that amount a sum of £250,000 is considered necessary, as a reserve, to ensure that the Board can maintain its activities for a further year without interruption.

INCOME

Donations and Legacies

Whilst the Board does not actively fundraise it is always extremely grateful for any donations and legacies, which are fully utilised in support of its objects. During 2013 a total of £3,723 (2012 - £17,234) was received in donations, whilst legacy income amounted to £90,717 (2012 - £62,721). Three legacies have yet to be finally settled, each pending the sale of property.

Investment Income

The Board's primary source of income is from its investments and since 2007 a 6% total return policy has been adopted. Whilst this continues to be maintained, it is reviewed annually and can be revised in light of needs and changing circumstances. The policy accepts a higher risk strategy intended to provide greater return. This decision was taken following the publication of the MCFG's "Supporting Seafarers and their Families Evaluation Study" of 2007. This provided evidence that there would be an on-going need for support to Constituent charities, at a similar level, until around 2026, particularly for those caring for domiciled seafarers and their dependants. Following that time it is anticipated that, whilst there will probably be a similar need for supporting port based welfare services, the number of resident ex-seafarers and their dependants will decrease significantly.

Berry Asset Management plc are the Board's appointed investment managers and their commission costs and fees amounted to £49,290 (2012 - £46,271). This was based on the number of transactions. The Board utilises benchmarks to monitor investment performance and reviews investment returns on a quarterly basis.

Merchant Navy Welfare Board

Report of the Trustees for the Year Ended 31 December 2013

Portfolio Performance

During 2013 investments increased in value by 11.1% (against 7.3% in 2012).

The Asset Allocation as at 31st December 2013 was as follows: -

	2013	2012
UK Gilts and Fixed Interest	3.1%	4.6%
International Fixed Interest	6.0%	6.6%
UK Growth	13.6%	8.6%
UK Income	21.7%	30.2%
Europe	12.3%	7.6%
USA	21.8%	16.6%
South East Asia	7.7%	10.0%
Emerging Markets	0%	5.3%
Property	7.8%	4.8%
Alternative Investments	4.5%	4.7%
Cash	1.5%	1.0%
	100%	100%

Grants Added Back

Some grants were not fully expended and a total of £4,156 was added back into the Board's funds (2012 - £21,184).

Restricted Funds

The Board maintains two restricted accounts, each held in separate client bank accounts as follows:

Vehicle Replacement Programme Fund (see later in the Report)

Four maritime charities contributed, annually, to this five year programme. These were: Merchant Navy Welfare Board, ITF Seafarers Trust, Seafarers UK and Trinity House. This restricted fund was established in 2008 to provide grants towards the replacement of vehicles used for port based welfare services over 5 years. Income received during the year amounted to £115,005 whilst expenditure totalled £110,155. The current project concluded on 30th September 2013. A new fund was launched on 1st January 2014 and all the partners agreed that the restricted balance, from the previous fund, of £195,717 could be carried forward and added to the new fund. A breakdown is disclosed under note 19 to the Financial Statements.

Merchant Navy Medal Fund (see later in the Report)

The Board is responsible for the administration and management of the accounts for the Merchant Navy Medal Fund. Income totalling £2,444 was received during 2013 (2012 - £15,770). A total of £4,540 (2012 - £9,099) was expended during the year. The overall restricted fund balance at the 2013 year-end was £24,273 (2012 - £26,369). A breakdown is disclosed under note 19 to the Financial Statements.

EXPENDITURE

Staff

As at the date of this report the Board employs seven full time members of staff directly involved in its work.

Pensions

Following six months satisfactory service all members of staff are entitled to enter a contributory stakeholder pension fund provided by the Board and all those currently employed are included.

Offices

The Board began a 10 year lease for its offices at 8 Cumberland Place, Southampton SO15 2BH in December 2010. These premises adequately meet the Board's needs both for now and for the foreseeable future.

Professional fees

The Board incurred professional fees in 2013 for audit and accountancy purposes.

Merchant Navy Welfare Board

Report of the Trustees for the Year Ended 31 December 2013

Appointment of Auditors

Under the Articles of Association the Council is responsible for appointing the auditor.

Accountancy fees

The Board's accounts administration is undertaken by Winchester Bourne Ltd, for which it pays a fee. The Board would, once more, like to place on record its gratitude to the long-standing Accounts Manager, Mrs Jane Roberts, for all her efforts and assistance.

General Expenses

Included in these are costs associated with the Royal British Legion's annual Festival of Remembrance 2013 which takes place every November. For several years the Board has funded the travel and hotel costs for veteran merchant seafarers, from various conflicts, plus a standard bearer, to represent the Merchant Navy at this important event. The Festival is seen as an opportunity to highlight, to the general public and armed services, the significance of the contribution made by the Merchant Navy and fishing fleets since the early part of the 20th Century. This has included seafarers who have sailed in hostile waters where the UK has not been directly involved.

2013 marked the 70th Anniversary of the turning point in the Battle of the Atlantic and six veteran Merchant Navy seafarers, who participated in this World War II campaign, took part in the Festival. Their history was highlighted in a BBC recording broadcast to the general public. These were Messrs Frank Kelley, Charles Downs, Tony Cash, Ronald Quested, Leonard Dibb-Western and Donald Staddon. The veterans were accompanied by 6 MN cadets, under training at Warsash Maritime Academy also reflecting the on-going importance of today's Merchant Navy. This highlighted the role of the Merchant Navy in support of the UK and its Forces, both in the past and the present. The Board would like to place on record its gratitude to The Royal British Legion for their recognition, within the Festival, of the contribution made by the Merchant Navy and fishing fleets during times of conflict. Additionally the Board would like to thank the Merchant Navy Association's Standard Bearer, Mr Tony Sullivan, for parading the Red Ensign and Warsash Maritime Academy, in particular their Cadet Liaison Officer Mr David Baker, for organising the cadets, each of whom was a great credit to today's Merchant Navy.

Membership of Organisations

The Board is a subscribing member of the following charitable organisations:

- ***Maritime Charities Funding Group (MCFG)*** The Board supports the work of the MCFG whose existing role is to bring together those maritime charities making grants to other organisations. MCFG is chaired and administered by Seafarers UK as it crosses the three maritime sectors, merchant shipping, fishing and the Royal Navy. During 2014 the role of the MCFG is to be reviewed. On behalf of the MCFG the Board is pleased to manage the on-going "Seafarer Support and Maritime Charities Welfare Guide" (see later in the report), for which it receives recompense to cover the costs.
- ***International Seafarers Welfare and Assistance Network (ISWAN)*** - formerly the International Seafarers Assistance Network (ISAN) & International Committee for Seafarers' Welfare (ICSW)
- ***Confederation of Service Charities (COBSEO)***
- ***National Council for Voluntary Organisations (NCVO)***
- ***Association of Charity Officers (ACO)***

ACHIEVEMENTS AND PERFORMANCE - SERVICES TO CONSTITUENT MEMBERS & PORT WELFARE COMMITTEES

Introduction

The Board's dedicated staff continued to pursue challenging initiatives in a very positive and constructive manner, and provided a high standard of service to its Constituent and Port Welfare Committee (PWC) members. A number of valuable projects were initiated, remained on-going or, in some cases, were completed. In 2013 the Board began a long-term strategic review using the knowledge and expertise of both the trustees and staff. This took into account responses to questionnaires sent to all Constituent and Port Welfare Committee members seeking their views about current strategy and how they perceive the Board's future role. The review was formally concluded on 5th February, when the Council endorsed the strategy for 2014/15, but also took into account anticipated longer term issues.

The Board will continue to encourage all those involved with its objectives to comment on its strategy and suggest areas in which it might provide additional support. The agreed strategy is circulated to all Constituents and PWC members for comment and suggestions, which it welcomes. Subject to the agreement of its Council, this can be amended at any time to suit current needs.

Website

An increasingly useful tool for all charities is the internet. The Board has full management control of its website; www.mnwb.org. The primary use is to advise Constituents, PWC members and the wider public about its role and developments whilst, simultaneously, providing a point of contact for those people seeking support. Also included are downloadable application forms for the use of potential beneficiaries requiring help and charities seeking grants. The significance of the internet can be measured by the increasing number of applications and enquiries that are received by email. The website also contains links to other maritime organisations.

The Board also has a page on the social media website Facebook; www.facebook.com/TheMNWB where it provides regular updates on its day to day activities.

In addition it manages and controls two other websites:

- Seafarer Support www.seafarerssupport.org is part of the Seafarer Support service, managed by the Board on behalf of the Maritime Charities Funding Group (MCFG). It provides information about the maritime charities and allows users to enquire about help and advice from any of the organisations listed.
- Merchant Navy Medal <http://merchantnavymedal.org> on behalf of the Merchant Navy Medal Fund. This site provides up to date information about the MN Medal, regulations, awards and a downloadable nomination form.

Training Courses

The Board is committed to providing on-going training courses for its Constituent and Port Welfare Committee members. These currently include:

- **Bereavement Awareness:** One course was held for 23 delegates (2012 - one course, 12 delegates) and another is planned for 2014. This course is prepared and delivered by the Salvation Army.
- **Caseworking:** SSAFA kindly opens its own courses up to MN and fishermen's' welfare workers and 16 delegates attended (2012 - 13 delegates) in various locations. These will continue in the future. Subject to sufficient demand bespoke courses for maritime charity based caseworkers can be arranged.
- **Lone Working:** This is an intended new course utilising the expertise of the Suzy Lamplugh Trust. It is intended to prepare students for making lone visits to clients and will be launched in 2014 subject to demand.
- **Managing Aggression & Violence:** Two courses were held for 22 delegates (2012 - none). This course remains available, subject to demand.
- **Mental Health Awareness:** This was a new course prepared and delivered by the Salvation Army. One course was held for 16 delegates and another is planned in 2014.

Merchant Navy Welfare Board

Report of the Trustees for the Year Ended 31 December 2013

- **Merchant Navy - Understanding the Background:** This course is intended for lay personnel working in administration or seafarers' homes to provide them with a better understanding of the background of the shipping industry and seafarers. Subject to demand this will be launched in 2014 and delivered by the Board's Chief Executive.
- **Substance Abuse Awareness:** Two courses were held for 21 delegates (2012 - none). This course remains available, subject to demand.
- **Ship Welfare Visitor:** Three Ship Welfare Visitor courses were held for a total of 46 delegates (2012 - 3 courses, 49 delegates). Up to three courses are planned in 2014.
- **Introduction to Workplace Health & Safety:** This is an on-line basic Health & Safety training course, accredited by the British Safety Council and is available from the Board whose Deputy Chief Executive is a qualified trainer. In 2013 55 certificates were issued and this package remains available on request.

Caseworking - Home Visit Costs

The Board encourages a holistic approach to welfare and thus is fully committed to the benefits of arranging home visits by trained caseworkers for people who are either seeking charitable assistance, or undergoing reviews. Caseworkers can assist clients with completing application forms and help to assess a client's circumstances. The Board, on behalf of its appropriate Constituent members, arranges home visits by a SSAFA, or maritime charities, trained caseworker. It reimburses SSAFA with the basic costs. During 2013 263 visits were arranged by the Board (2012 - 309). The exception to this arrangement is the Shipwrecked Mariners' Society, which arranges caseworker visits directly. Again, the Board reimburses the Society with those costs. This contribution amounted to £8,141 in 2013 (2012 - £9,479) and this will be reclassified from a service to a grant from 1st January 2014.

Register of Grants to Individuals

The Board has, for many years, maintained a register of persons who have applied for, or are in receipt of a grant from one of its Constituent charities. This includes both regular and one-off grants. The original purpose was to reduce duplication and avoid, albeit rare, cases of fraud. More recently the potential for the information contained in the register has been recognised by the Board and other MCFG members. All those involved in the sector recognise that the large reduction in numbers of seafarers in the latter third of the 20th century is beginning to impact the numbers seeking financial support. Equally needs and the purposes, particularly for one-off grants, is changing. The register, which utilises an extensively redesigned bespoke database, can provide demographic information and statistics such as annual numbers of those receiving and applying for help, geographical locations of seafarers (using postcodes), ages, sexes, marital status and purposes of a one-off grant. This will identify trends, enabling better future projections and provide demographic profiles, allowing maritime charities to better plan to meet future needs.

During the early part of 2013 all appropriate Constituents checked and updated details held about their beneficiaries and these are regularly updated. The Board would like to record its thanks to them for all their cooperation. This register is maintained strictly under the rules of the Data Protection Act 1998. The Board would also like to record its thanks to Mrs Sally Oliver and Mrs Louise Furber for their contribution to welfare support.

Evaluation Studies

The Board can arrange evaluation or feasibility studies, as requested by its Constituent members to assist in promoting the most effective and highest standards of welfare services for both serving and retired seafarers within the UK and Gibraltar. Whilst none are currently planned the Board welcomes requests for these.

Merchant Navy Welfare Board

Report of the Trustees for the Year Ended 31 December 2013

UK Ports Study

The Board, using its own staff, is reviewing welfare provision in individual UK ports. This is intended to assist its Constituent charities in identifying any gaps or duplication. Evaluation of 10 major ports was completed during 2013 and all findings will be reviewed and updated on an on-going basis. Further major and medium size ports will be completed during 2014 and will later be followed by smaller ports. The database is intended to provide clear guidance as to the future needs and structure of port based welfare services around the UK. The findings should enable those charities providing these essential services and also the grant making organisations, to better understand the needs and plan for the future. The study will take into account requirements and recommendations included in the ILO Maritime Labour Convention 2006. Ports will be reviewed on a regular basis utilising the unique knowledge among the PWCs.

Port Information Leaflets

The Board prepares and publishes, with guidance from its PWCs, Port Information Leaflets for seafarers visiting UK ports and Gibraltar. These are extremely popular among seafarers, providing information about seafarers' centres, welfare services, useful contacts and locations of shopping areas and other facilities. During 2013, whilst no new leaflets were published, 8 were reprinted (and updated) and 7 were in preparation, albeit awaiting information from local sources. These are also available to download from the Board's website www.mnwb.org.

PORT WELFARE COMMITTEES

Introduction

The Port Welfare Committees (PWCs) are an essential and integral part of the Board's work. The contribution, made by members, allows the Board and its Constituents to better understand issues that affect seafarers locally, nationally and internationally. The meetings also provide the Board with a platform to disseminate information considered of interest to its members. The committees adhere to "Terms of Reference" provided by the Board.

Fifteen PWCs cover the entire coastline of the United Kingdom and another in the Port of Gibraltar. Each committee comprises representatives of organisations concerned directly, or indirectly, with the welfare of seafarers visiting the ports, or locally domiciled. Members are drawn from various backgrounds, including maritime charities, port authorities, port health authorities, maritime trade unions and ship owners (commonly represented by the shipping agents). Committees meet three times a year and one of these is combined with an AGM to confirm membership, and elect, or re-elect, the Chairman and Vice Chairman. In 2013 total PWC membership was 363 (2012 - 353). The overall membership continues to reflect the importance of these committees within their local maritime communities. There were 48 meetings and 16 AGMs (as in 2012).

Committees and chair

<i>Committee</i>	<i>Chair</i>	<i>Committee</i>	<i>Chair</i>
Bristol	Mr G Strickland	North and East Scotland	Supt M Campbell OBE
Central and West Scotland	Capt M Clark	Northern Ireland	Capt T Wright
East Anglia	Revd P Paine	North West (England)	Mr J Wilson
Gibraltar	Capt J Ferro MBE	South Wales	Mr E Watts
Haven (River Orwell)	Capt J Coleman	Southern (England)	Mr N Atkinson
Humber	Mr I Scott	South West (England)**	Mrs C Rankin
London and South East*	Mr T Goacher	Tees Area	Capt J Drewitt
Milford Haven	Mr J Bowen	Tyne Area	Capt P Wynn

Merchant Navy Welfare Board

Report of the Trustees for the Year Ended 31 December 2013

* London and South East - Captain Peter White retired as Chair of the London and South East PWC in September 2013 after many years. He originally represented the Medway Ports Authority, where he was the harbourmaster but then continued as chairman following his retirement from that post. The Board would like to extend its gratitude for the contribution and enthusiasm he gave to this committee and add its welcome to his successor, Mr Trevor Goacher who has been a long standing member of the committee. Mr Goacher is chief executive of Care Ashore which runs the Springbok Seafarers' home in Alfold, Surrey and has many years' experience of maritime welfare.

** South West (England) - Capt Mike Sutherland MBE retired as Chair of the South West PWC in October 2013, again after many years. He originally represented the Fowey Harbour Commissioners Ports where he was the harbourmaster but then continued as chairman following his retirement from that post. He acted as the Board's principal contact for all the harbourmasters in that region. He was also involved in the management committee of the Flying Angel Centre in Fowey and an honorary agent for the Shipwrecked Mariners Society. The Board would like to extend its gratitude to Capt Sutherland and add its welcome to his successor, Mrs Christine Rankin, who has been a long standing member of that committee. Mrs Rankin represents the Watch Ashore on the Committee but has a very wide experience of voluntary work among the maritime charities.

A very significant aspect of PWCs is that of enhancing local networking. Quite commonly, although all the members work and live in comparatively small areas, many do not encounter one another on a regular basis. Meetings offer an excellent opportunity for members to understand each other's roles and responsibilities within the maritime community. This can be invaluable in times of crisis or even, for example, when trying to resolve access problems to a particular berth. The PWCs are asked to comment on all new local grant applications that are being made to any MCFG member. Their comments and support can be invaluable to the potential funder, or funders. They will also be a key factor in assisting the Board in its evaluation of welfare provision in the ports. Again their knowledge and experience will be invaluable in this project.

The Board would like to place on record its gratitude for all the commitment made by PWC members and also the staff involved, Mrs Susan Newcombe and Miss Sharon Coveney (and before her appointment, her predecessor Mrs Carolyn Lewis). The members and staff continue, with their enthusiasm and commitment, to enhance the importance of the committees in their local maritime community.

First Biennial PWC Chairman and Vice Chairman's Meeting 2013

For the first time, between 11th & 12th September the Board held a meeting, in Southampton, exclusively for its PWCs. In the past PWCs met as part of wider conferences, which also included Constituent members. This recognises the increasing emphasis the Board places on its committees in supporting its own work and that of its Constituents. Each PWC was represented and delegates included a wide cross section of interests. There were also guests and speakers from among some of the Constituents.

The conference was opened by the welcome announcement by Mr Neil Atkinson, of the publication MCA's Maritime Guidance Notice MGN 486. Mr Atkinson is chair of the Southern PWC and Principal Surveyor of the MCA. This note outlines the role of the Board, its Constituent charities and PWCs in supporting seafarers' welfare in the UK and complimentary to regulations contained in the Maritime Labour Convention (2006).

The meeting went on, as its central theme, to review the changing needs of seafarers and included presentations on port based ministry, running seafarers' centres and covered both the commercial and fishing sectors. The key findings included the need:

- for on-going and improved communications between PWCs including representation on MNWBs Council
- for extending the representational role of MNWB as the maritime charities sector "national voice", lobbying and campaigning at a national level
- to enhance the influence of PWCs
- to enhance the role of MNWB as the national infrastructure body for the maritime charities sector, identifying and encouraging "economies of scale" by negotiating "back office functions/non-direct services" such as HR, at a national level
- to encourage a systematic and common approach to the delivery of seafarers' welfare services
- to investigate and consider commercial solutions to charity issues, possibly by adopting a social enterprise approach to running seafarers' centres
- to explore the feasibility of a central agency to regulate centre provision across the UK & Gibraltar

Merchant Navy Welfare Board

Report of the Trustees for the Year Ended 31 December 2013

- to encourage more port authorities to become PWC members
- to utilise the Board to lead a collaborative project to lobby for more port levies
- to improve Wi-Fi provision in ports
- to rationalise currency exchange rates around UK ports

In drawing the meeting to a close, the Board's Chairman, Mr Bob Jones, thanked both the speakers and guests for their contributions and taking time out of their busy schedules to attend.

Given the positive feedback, to date, the Board has committed to hosting this as a biennial event, interspersed between biennial conferences for its Constituent members, to which PWC representatives will be invited.

Extending the PWC network

The Board remains open to reviewing the need for further PWCs. Whilst the current committees cover the entire UK coastline, these can be split up to cover smaller areas if deemed necessary. The need for further committees will be kept under review.

The Board also manages a very successful PWC in Gibraltar and consideration will be given to extending the network to other UK Dependent Territories if invited to do so. Cognisance will be taken of travel costs and travel time needed to provide a member of staff. If any such committees are included they would almost certainly need to be "managed" locally with "distant" support provided by the Board.

BIENNIAL CONFERENCE 2014

The Board will host, what has become, a biennial conference for its Constituent members and Port Welfare Committees between 5th & 6th November at the Union Jack Club, London. The conference has been scheduled to follow a meeting of the Council on the first day. This will enable delegates to have the opportunity to have an open dialogue with Council.

MNWB Services to Seafarers' Welfare Award 2013

The Board made two annual Awards for Services to Seafarers in 2013. These were to:

Mrs Elaine Elliott, Manageress of the Mission to Seafarers' Flying Angel Club, Port of Fowey, Cornwall for many years of unstinting voluntary work among the visiting seafarers and the local seafaring community. This award was presented to Mrs Elliott by the Board's Chief Executive at a seafarers' welfare seminar in Plymouth University on 27th June 2013.

Frank Welsh received a posthumous award, which was presented to his daughter in recognition of his long commitment to enhancing the welfare of seafarers, firstly as an RMT official and latterly as a trustee of Care Ashore (Springbok Homes), Seafarers UK and the Board. The award was presented by the Board's Chairman to Mrs Fiona Binnion, at Springbok Homes on 13th August 2013.

Merchant Navy Welfare Board

Report of the Trustees for the Year Ended 31 December 2013

Grants

The Board remains committed to providing grant support to its Constituent charities for both capital projects and start-up costs. In 2013 it agreed a total of £226,286 in grants (2012 - £207,313). The funds available for grants reflect the surplus income after revenue costs and services to Constituents (which are a core priority) have been deducted. Before allocating grants Council reviews the quality of each application and the impact that this would have on the maritime community. In some cases it will endeavour to share a grant with other organisations, normally members of the MCFG. Under its Small Grants Programme the Board can allocate grants of up to £5,000 throughout the year, up to a total annual limit of £50,000.

Grants Awarded in 2013

Fishermen's Mission, Peterhead Centre - Recreational equipment	£850
Gibraltar Seamen's Fund, Seafarers' centres: N. Mole - New modular extension; S Mole - refurbishment	£11,300
Humber Seafarers' Service - Immingham Centre improvements & equipment	£5,000
Invergordon Seafarers' Centre - Replacement printer	£207
ISWAN - Contribution to Filipino's Typhoon Haiyan Emergency Fund	£5,000
Liverpool International Seafarers' Centre - Maintenance programme contribution	£13,480
MCFG - Annual Contribution	£20,000
MN Association - Contribution towards Battle of Atlantic Service, London	£1,000
MN Association Memorial Service - National Memorial Arboretum	£440
Merchant Navy Day National Service - Annual Contribution	£500
Mission to Seafarers - Contribution to Personal Flotation Devices (PFD)	£3,000
Mission to Seafarers, Falmouth - Contributions towards new modular seafarers' centre	£16,000
Mission to Seafarers, North Tees Centre - Replacement heating condenser	£945
Mission to Seafarers, North Tees (Seal Sands) - Security system upgrade MtS Seal Sands	£4,200
Mission to Seafarers, South Tees - Modernisation of IT Equipment	£4,000
Mobile MiFi for Ship Welfare Visitors	£315
Nautilus Welfare Fund, Mariners Park - Provision of wet rooms in 2 dwellings	£10,000
Queen Victoria Seamen's Rest - Contribution to Phase 5 of modernisation program	£18,000
Royal Alfred Seafarers' Society - New kitchen freezer cabinets & training equipment	£10,312
St Pauls Annual National Seafarers' Service - Annual Contribution	£100
Scottish Veterans Residences, Glasgow - Towards new Supported Accommodation	£18,000
Seaham Seafarers' Centre - Repairs to CH system & emergency lighting	£637
Sir Gabriel Woods Mariners' Home - Cabin refurbishment (adding toilet facilities)	£18,000
Vehicle Replacement Programme - Annual Contribution	£65,000
Total of Grants Awarded	<u>£226,286</u>

Merchant Navy Welfare Board

Report of the Trustees for the Year Ended 31 December 2013

RESTRICTED FUNDS

SEAFARER SUPPORT AND MARITIME CHARITIES WELFARE GUIDE

The Board hosts and manages the Seafarer Support helpline and website: www.seafarersupport.org on behalf of the MCFG. The latter includes the Maritime Charities Welfare Guide, an interactive, online tool available to anyone searching for assistance from a maritime charity which is embedded within the Seafarer Support website. The intuitive web based Guide offers three ways of searching: 'Quick Search', 'Key Words Search' and 'Advanced Search'. Using a weighted system, the Guide differentiates between organisations and directs users to the charities best suited to help. The guide is regularly updated to ensure contact details and information held is accurate. Since its launch in July 2009 and as of 31st December 2013, Seafarer Support has received:

- Freephone Helpline: 3,133 calls
- Website: 22,832 unique visitors*

During 2013:

- Freephone Helpline: 482 calls (2012 - 706 calls)
- Website: 11,100 unique visitors* (2012 - 5,232 unique visitors)

*unique visitors are measured according to their computers unique IP address and are counted only once, no matter how many times they visit the website.

The above figures demonstrate that increasing numbers of enquiries come via the Web, whilst the numbers of phone calls have reduced.

There are more than 140 organisations covering 35 different welfare categories listed in the Maritime Charities Welfare Guide. The on-line search facility has generated 43,108 results.

The top 5 'searched for' categories of help in order of priority were as follows:

- 1st Grants for Individuals
- 2nd Sheltered Housing
- 3rd Disability Support
- 4th Welfare Advice
- 5th Benefits Advice

MERCHANT NAVY MEDAL FUND

Since 2009 the Board, with the agreement of the maritime sector, has acted as the administrator and treasurer for this increasingly prestigious award. The Merchant Navy Medal (MNM) is presented for "courage afloat" and "meritorious service" to the Merchant Navy and fishing sectors. Whilst an unlimited number of medals can be presented for courage afloat, a maximum of 20 can be awarded annually for meritorious service. The award is presented towards the end of each year at an increasingly widely recognised event. A large number of maritime organisations are involved as members of the committee and each makes a welcome contribution towards its costs.

The Chairman of the Fund is Captain Matthew Easton and the Vice Chairman is Revd Michael Keulemans MNM, whilst the Chief Executive acts as the Secretary. The Board is proud of its involvement and pleased to act as the administrator. Following lobbying from the Fund's committee, on 3rd September 2013, appropriately Merchant Navy Day, the Shipping Minister announced that Her Majesty The Queen had graciously agreed that the Merchant Navy should have its own National Honour. At the time of this report details remain to be completed. The Department for Transport (DfT) are taking a key role in advising Government and Her Majesty about the criteria etc. The existing committee have accepted an invitation, from DfT, to act in a consultancy role, both in recommending criteria and ultimately acting as a "clearing house" for nominations. It is anticipated that the first such National Honours (the name of which is undecided) will be awarded in the New Years Honours list of 2016. In the meantime, certainly for 2014, the existing Medal will continue to be awarded.

The Board, on behalf of the Merchant Navy Medal Committee, would like to place on record its thanks to its Patron, Admiral The Right Honourable Lord West of Spithead GCB DSC ADC DUniv, who has done a great deal to secure a National Honour for the Merchant Navy and also presents the awards annually. In addition it would like to extend its thanks to Trinity House who, each year, allow the ceremony to take place there and also sponsor the costs of the event via a generous grant. The 2013 Awards were all for meritorious service and were presented by Lord West on Monday 25th November at a ceremony in Trinity House.

Merchant Navy Welfare Board

Report of the Trustees for the Year Ended 31 December 2013

2013 Merchant Navy Medals were awarded to:

S. C. Bond, Deputy Chairman, Videotel Marine International Ltd, for services to the oil tanker sector and contribution to producing training material for the maritime industry. (Honorary)

R. A. Covey, Senior Steward, RRS ERNEST SHACKLETON (British Antarctic Survey), for services to merchant shipping and the Mission to Seafarers.

Captain J. L. Drewitt, Harbourmaster, PD Teesport, for services to seafarers' welfare and maritime charities.

Captain A. Hashmi, Deputy Captain, QUEEN VICTORIA (Cunard Line Ltd), for services to the maritime industry, especially crew welfare.

Captain A. L. Le Goubin FNI, Mooring Master, Ship To Ship, for services to the Nautical Institute and the maritime industry.

Commander C. G. Loughran RD RNR, Consultant Marine Surveyor, MCA, for services to the Maritime & Coastguard Agency and the Fishing Industry Safety Group.

Captain I. McNaught, Deputy Master of Trinity House, for services to the Corporation of Trinity House and the maritime industry.

Captain N. J. Palmer OBE, Chairman, Maritime Skills Alliance, for services to seafarers training and the maritime industry.

M. W. Parrott, Managing Director, The Maritime Group (Europe) Ltd, for services to ship management and shipbroking.

Captain G. Preston, Master, BRITISH CURLEW, BP Maritime Services Singapore Pte Ltd, in recognition of humanitarian response and seamanship skills when rescuing a boat laden with refugees in the Indian Ocean on 5th June 2013.

F. S. Prowse, Director, Fleet Personnel, Cunard Line Ltd, for services to the support and welfare of shipboard personnel.

Captain N. Pryke, Elder Brother of Trinity House, Chairman of Great Yarmouth Port Authority, for services to the maritime industry, Trinity House pilotage and Felixstowe Seafarers' Centre.

C. Rankin MBE, for services to maritime charities and contributions to the welfare of retired merchant seafarers and fishermen. (Honorary)

I. W. Stockbridge, for services to merchant naval history, especially British World War II ship casualties.

P. Tomlin MBE, Deputy Chief Executive, Merchant Navy Welfare Board, for services to the welfare of seafarers and maritime charities. (Honorary)

Captain R. M. Woodman FNI, Elder Brother of Trinity House, for services to Trinity House and British merchant naval history.

VEHICLE REPLACEMENT PROGRAMME FUND

The Port Welfare Vehicle Replacement Project was a five year collaborative programme managed by the Merchant Navy Welfare Board (MNWB) which concluded in October 2013. The programme saw replacement of all vehicles used in and around the ports by those charities providing seafarers' welfare in this sector, which includes fishermen. The funding partners were MNWB, ITF Seafarers Trust, Seafarers UK and Trinity House. In 2008 many of these vehicles were well beyond their economic life, some aged over 12 years! When the programme was concluded a fleet of 68 vehicles had been replaced and these were a combination of minibuses, MPVs and cars. The last 11 remaining vehicles were replaced by the end of September. The recipient societies also made a contribution which included the part exchange value of the old vehicle. These are essential tools of the trade for those visiting and/or transporting seafarers around the ports and the local communities. What is forgotten is that these vehicles are often working in harsh environments that take a toll of even the sturdiest vehicle.

Voluntary societies are finding fundraising increasingly difficult with resources stretched and this programme has been an enormous help. During the programme the total number of vehicles within the UK fleet reduced by almost 20%, demonstrating that there have been cutbacks in these difficult financial times. As a result the total funding, £840,000, received during the first four years, was sufficient to complete the programme, the total cost of which was £759,455. As a result there was no need for the funding partners to make a contribution in 2012. The voluntary societies, of course, pay for the running costs of each vehicle, which over its lifespan, often exceeds the purchase price. The fact that just one organisation, MNWB, effectively managed the programme and the fund meant that the whole process was both simplified and efficient. This must be one of the most effective examples of a collaborative project, from the perspective of both the funders and recipients.

The recipient societies, both at a head office and local level, have subsequently emphasised how vital this support has been and are anxious to see it extended beyond 2013. The Board agreed that, if other partners were prepared to support the programme in the future, then it would remain fully committed. All the original societies have subsequently been approached to extend the programme and each has agreed both to allow the surplus to be carried forward and support a further 12 months funding. Beyond that time the ITF Seafarers Trust, Seafarers UK and Trinity House will review further funding, although each is extremely positive about the value.

Notwithstanding the Board has now agreed a commitment to supporting a new fund for a further 5 years, subject to no unforeseen circumstances and awarded a first grant of £65,000 from its 2013 allocation, to be used in 2014.

The Board wishes to thank all the funding partners for their past and on-going support and recipient societies for providing timely information and adhering to the memorandum of understanding. It would also add its thanks to Peter Tomlin, Deputy Chief Executive and his assistant Miss Sarah Edward, for managing this very successful project.

FUTURE STRATEGY

Whilst much information about on-going efforts is contained within the main body of the report, the Board reviews the outcomes annually and at the same time its future strategy. During 2013 and early 2014 the Council undertook a major review of its future strategy, which was concluded on 5th February 2014. This followed an analysis of responses to questionnaires sent to Constituent and Port Welfare Committee members. The outcome of this review has now allowed the Board to set its course for the next decade, although strategy will continue to be reviewed annually as before.

Completed targets

- Holding the first Biennial Port Welfare Committee for representatives
- Major updating of Register of Grant Recipients database
- Publishing, printing and distributing booklet "*Remembering those left behind*"
- Completing and distributing the Board's definition of the Merchant Navy

On-going projects

- Conclude the major review of MNWB strategy using feedback from Constituent and Port Welfare Committee members, commenced in 2013
- Promote awareness of the maritime charity sector
- Support the Constituent members as appropriate
- Support and maintain the 16 Port Welfare Committees
- Monitor the impact of ILO's Maritime Labour Convention (2006)
- Provide training packages
- Provide evaluation and feasibility studies where appropriate
- Encourage other maritime funding charities to continue supporting the Vehicle Replacement Fund
- Publish, revise, reprint and distribute Port Information leaflets
- Support the role of the MCFG
- Maintain and update the Seafarers Support and Maritime Charities Welfare Guide
- Support and encourage home visits by trained caseworkers
- Maintain the database - Register of Grant Recipients
- Maintain, enhance and update regularly the findings of the UK Port Survey
- Review with appropriate Constituents the changes in seafarers' communication and IT provision
- Organise a biennial conference for Constituent and PWC members
- Review access of welfare provision and charitable assistance to professional luxury yacht crews
- Continue partnership arrangement, with Seafarers UK, to raise money for the Merchant Navy Fund
- Support, in principle and monitor the Sea Vision campaign to improve public awareness of maritime issues
- Administer the Merchant Navy Medal Fund

Future projects

- Manage a collaborative project to endeavour to secure improved funding from port levies, or other local sources, on behalf of those Constituents providing port based welfare
- Review the need for additional Port Welfare Committees in UK and overseas Dependencies
- Complete induction pack for new Port Welfare Committee members (*deferred from 2013*)
- Provide a simple on-line guide to those maritime authorities responsible when ships are arrested, or detained and how this impacts on the crew (*deferred from 2013*)
- Take over responsibility, from the MCFG, for managing all charitable forums. Utilise these to begin preparing reports and recommendations pertaining to their particular sectors
- Review the opportunities for charities to share "back office" support (*deferred from 2013*)
- Support the Watch Ashore to provide an on-line mutual support network for the wives and partners of MN seafarers
- Manage an international partnership project, on behalf of ISWAN. This is to encourage, support and mentor the establishment of Seafarers' Welfare Boards and Port Welfare Committees around the world

STATEMENT OF TRUSTEES RESPONSIBILITIES

The trustees (who are also the directors of Merchant Navy Welfare Board for the purposes of company law) are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

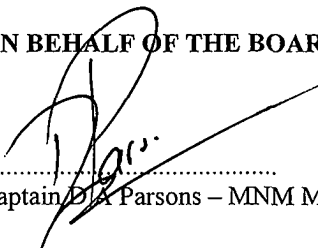
- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

As noted previously, the Board has dispensed with the requirement to hold an Annual General Meeting. The re-appointment of auditors will be decided annually at a council meeting.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

ON BEHALF OF THE BOARD:


.....
Captain D.A. Parsons – MNM MNI – Chief Executive

Date 30th April 2014

Report of the Independent Auditors to the Members of Merchant Navy Welfare Board

We have audited the financial statements of Merchant Navy Welfare Board for the year ended 31 December 2013 on pages twenty two to thirty one. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditors

As explained more fully in the Statement of Trustees Responsibilities set out on page twenty, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

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's 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 charitable company'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 Chairman's Report, the Chief Executive's Introduction and the Report of the Trustees to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. 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 charitable company's affairs as at 31 December 2013 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

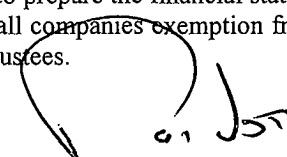
Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.


P E H Wright FCA DChA (Senior Statutory Auditor)
for and on behalf of Sheen Stickland LLP
Chartered Accountants
Registered Auditors
7 East Pallant
Chichester
West Sussex
PO19 1TR

Date: 30th April 2014

Merchant Navy Welfare Board

Statement of Financial Activities (Incorporating an Income and Expenditure Account) for the Year Ended 31 December 2013

	Notes	Unrestricted fund £	Restricted funds £	2013 Total funds £	2012 Total funds £
INCOMING RESOURCES					
Incoming resources from generated funds					
Voluntary income	2	137,902	117,500	255,402	253,973
Activities for generating funds	3	-	638	638	2,239
Investment income	4	<u>292,000</u>	<u>-</u>	<u>292,000</u>	<u>365,489</u>
Total incoming resources		429,902	118,138	548,040	621,701
RESOURCES EXPENDED					
Costs of generating funds					
Investment management costs	5	49,290	-	49,290	46,271
Charitable activities					
Support Services to Constituent Members	6	63,422	117,447	180,869	291,109
Grants to support the work of Constituent Members		226,286	-	226,286	207,313
Grants Unspent		(4,156)	-	(4,156)	(21,184)
Support to promote welfare activities		396,883	-	396,883	362,642
Governance costs	9	<u>71,333</u>	<u>-</u>	<u>71,333</u>	<u>78,455</u>
Total resources expended		803,058	117,447	920,505	964,606
NET INCOMING/(OUTGOING) RESOURCES					
		(373,156)	691	(372,465)	(342,905)
Other recognised gains/losses					
Realised gains on fixed asset investments		387,572	-	387,572	85,555
Unrealised gains on fixed asset investments		<u>1,479,889</u>	<u>-</u>	<u>1,479,889</u>	<u>1,060,974</u>
Net movement in funds		1,494,305	691	1,494,305	803,624
RECONCILIATION OF FUNDS					
Total funds brought forward		12,265,787	219,425	12,485,212	11,681,588
TOTAL FUNDS CARRIED FORWARD		<u>13,760,092</u>	<u>220,116</u>	<u>13,980,208</u>	<u>12,485,212</u>

CONTINUING OPERATIONS

All incoming resources and resources expended arise from continuing activities.

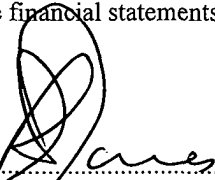
Merchant Navy Welfare Board

Balance Sheet At 31 December 2013


	Notes	Unrestricted funds £	Restricted funds £	2013 Total funds £	2012 Total funds £
FIXED ASSETS					
Tangible assets	14	16,661	-	16,661	21,443
Investments	15	<u>13,722,060</u>	<u>-</u>	<u>13,722,060</u>	<u>12,346,978</u>
		13,738,721	-	13,738,721	12,368,421
CURRENT ASSETS					
Debtors: amounts falling due within one year	16	17,370	-	17,370	35,589
Cash at bank and in hand		<u>150,972</u>	<u>220,116</u>	<u>371,088</u>	<u>290,112</u>
		168,342	220,116	388,458	325,701
CREDITORS					
Amounts falling due within one year	17	(146,971)	-	(146,971)	(208,910)
NET CURRENT ASSETS/(LIABILITIES)					
		<u>21,371</u>	<u>220,116</u>	<u>241,487</u>	<u>116,791</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>13,760,092</u>	<u>220,116</u>	<u>13,980,208</u>	<u>12,485,212</u>
NET ASSETS					
		<u>13,760,092</u>	<u>220,116</u>	<u>13,980,208</u>	<u>12,485,212</u>
FUNDS					
Unrestricted funds	19			13,760,092	12,265,787
Restricted funds				<u>220,116</u>	<u>219,425</u>
TOTAL FUNDS					
				<u>13,980,208</u>	<u>12,485,212</u>

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

The financial statements were approved by the Board of Trustees on 30th April 2014 and were signed on its behalf by:

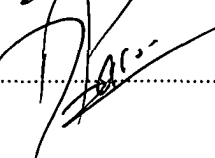

.....

Mr R Jones - Chairman of the Council


.....

~~Mr M Dickinson - Vice Chairman of the Council~~

Mr G Lane - Trustee


.....

Captain D A Parsons - Chief Executive

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Accounting convention

The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

Cash flow statement

Exemption has been taken from preparing a cash flow statement on the grounds that the charitable company qualifies as a small charitable company.

Incoming resources

All incoming resources excluding voluntary donations, investments income and grants, is recognised on a receivable basis. Provision is made for tax recoverable on income received in the year.

Voluntary donations, investment income and grants are recognised when received.

Legacy income is recognised on a receivable basis to the extent that it is reasonably certain that the legacy will be received and the value of the legacy can be measured with sufficient reliability. No provision is made in the accounts for any legacy where there is any doubt over the entitlement, certainty of receipt or measurability.

Grants payable

Charitable grants are charged to expenditure at the date they are approved by the Board.

Governance costs

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include audit & legal fees and an apportionment of support costs linked to the governance of the charity.

Allocation and apportionment of costs

Expenditure, which does not directly relate to grant making is analysed between charitable support costs, governance and costs of generating funds. Items, which involve more than one cost category are apportioned as appropriate to the cost categories involved.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 10% on cost
Computer equipment	- 33% on cost

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds

The general fund represents undesignated monies retained that provide the working capital, to enable the Board to carry out its activities as a provider of services to seafarers. The Council regularly reviews the level of income funds and the strategic needs of the Board.

Restricted funds

Restricted funds represent monies set aside for particular projects or purposes in accordance with the instructions of the donor.

Notes to the Financial Statements - continued
for the Year Ended 31 December 2013

1. ACCOUNTING POLICIES - continued

Foreign currencies

Assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange ruling at the date of transaction. Exchange differences are taken into account in arriving at the operating result.

Pensions

The charity provides a stakeholder pension scheme for employees. The contributions are charged to the statement of financial activities as they fall due.

Operating lease agreements

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight-line basis over the period of the lease.

2. VOLUNTARY INCOME

	2013	2012
	£	£
Donations	3,723	17,234
Legacies	90,717	62,721
Grants	142,839	145,118
Miscellaneous income	18,123	28,900
	<u>255,402</u>	<u>253,973</u>

The Board has received notification of three legacies. At 31st December 2013 one legacy has an estimated value of £124,000 however it is unknown when this amount is likely to be received and therefore no provision has been made in the financial statements. It is not possible to quantify the amount receivable for the other two legacies and therefore no provision has been made in respect of these in the financial statements.

3. ACTIVITIES FOR GENERATING FUNDS

	2013	2012
	£	£
Income from fundraising events	<u>638</u>	<u>2,239</u>

4. INVESTMENT INCOME

	2013	2012
	£	£
Quoted UK and non-UK investments	289,852	364,498
UK portfolio cash	<u>2,148</u>	<u>991</u>
	<u>292,000</u>	<u>365,489</u>

Merchant Navy Welfare Board

Notes to the Financial Statements - continued for the Year Ended 31 December 2013

5. INVESTMENT MANAGEMENT COSTS

	2013	2012
	£	£
Portfolio management	<u>49,290</u>	<u>46,271</u>

6. CHARITABLE ACTIVITIES - PROVISION OF WELFARE SERVICES

	2013	2012
	£	£
Support services to constituent members:		
Unrestricted expenditure:		
Caseworker costs	13,909	17,881
Training courses	30,177	31,579
Evaluation studies	3,389	1,295
Port welfare promotion	8,178	1,349
Merchant Navy Fund promotion contribution	6,479	3,204
Other publications	<u>1,290</u>	<u>-</u>
	63,422	55,308
Restricted expenditure:		
MCFG Evaluation Study of Seafarers Future Welfare Needs	-	63,636
Vehicle Replacement Fund	110,155	163,066
MN Medal Fund	4,540	9,099
Mobile WIFI for Ship Welfare Visitors	<u>2,752</u>	<u>-</u>
	<u>117,447</u>	<u>235,801</u>
Total costs of support services to constituent members	180,869	291,109
Grants to support the work of constituent members	226,286	207,313
Grants unspent	(4,156)	(21,184)
Support for welfare activities	<u>396,883</u>	<u>362,642</u>
	<u>799,882</u>	<u>839,880</u>

7. GRANTS PAYABLE

	2013	2012
	£	£
Grants to support the work of Constituent Members	<u>226,286</u>	<u>207,313</u>

A detailed analysis of grants payable to institutions can be found within the trustees report on page 15.

8. SUPPORT COSTS

	Management
	£
Support for welfare activities	<u>79,752</u>

Merchant Navy Welfare Board

Notes to the Financial Statements - continued for the Year Ended 31 December 2013

9. GOVERNANCE COSTS

	2013	2012
	£	£
Support costs	40,816	48,689
Trustees' expenses	2,965	1,933
Trustees' meeting costs	1,753	2,473
Legal fees	2,635	1,157
Accountancy	16,559	16,094
Auditors' remuneration	<u>6,605</u>	<u>8,109</u>
	<u>71,333</u>	<u>78,455</u>

Support costs are made up of an apportionment of 30% of the Chief Executive and his PA's salary and related costs totalling £22,794 (2012: £27,708), together with 30% of head office costs totalling £18,022 (2012: £20,981).

10. NET INCOMING/(OUTGOING) RESOURCES

Net resources are stated after charging/(crediting):

	2013	2012
	£	£
Auditors' remuneration	6,605	7,329
Depreciation - owned assets	<u>7,296</u>	<u>2,998</u>

11. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2013 nor for the year ended 31 December 2012.

Trustees' expenses

Trustees' expenses were paid during the year ended 31 December 2013 amounting to £2,965 (2012 - £1,933).

12. STAFF COSTS

	2013	2012
	£	£
Wages and salaries	207,408	205,956
Social security costs	20,972	20,754
Other pension costs	<u>39,621</u>	<u>34,201</u>
	<u>268,001</u>	<u>260,911</u>

The average monthly number of employees during the year was as follows:

	2013	2012
Charitable and administration staff	<u>7</u>	<u>7</u>

No employees received emoluments in excess of £60,000.

Notes to the Financial Statements - continued
for the Year Ended 31 December 2013

13. TOTAL RESOURCES EXPENDED

	Staff & Support costs £	Depreciation £	Grants and other costs £	Total Funds 2013 £
Cost of generating funds	-	-	49,290	49,290
Charitable activities	245,207	7,296	547,379	799,882
Governance costs	71,333	-	-	71,333
	<u>316,540</u>	<u>7,296</u>	<u>589,648</u>	<u>920,505</u>

14. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 January 2013	15,377	60,653	76,030
Additions	<u>1,602</u>	<u>912</u>	<u>2,514</u>
At 31 December 2013	<u>16,979</u>	<u>61,565</u>	<u>78,544</u>
DEPRECIATION			
At 1 January 2013	10,643	43,944	54,587
Charge for year	<u>703</u>	<u>6,593</u>	<u>7,296</u>
At 31 December 2013	<u>11,346</u>	<u>50,537</u>	<u>61,883</u>
NET BOOK VALUE			
At 31 December 2013	<u>5,633</u>	<u>11,028</u>	<u>16,661</u>
At 31 December 2012	<u>4,734</u>	<u>16,709</u>	<u>21,443</u>

Notes to the Financial Statements - continued
for the Year Ended 31 December 2013

15. FIXED ASSET INVESTMENTS

	Listed investments £	Cash and settlements pending £	Totals £
MARKET VALUE			
At 1 January 2013	12,217,483	129,495	12,346,978
Additions	3,491,976	78,293	3,570,269
Disposals	(3,675,076)	-	(3,675,076)
Revaluations	1,479,889	-	1,479,889
At 31 December 2013	<u>13,514,272</u>	<u>207,788</u>	<u>13,722,060</u>
NET BOOK VALUE			
At 31 December 2013	<u>13,514,272</u>	<u>207,788</u>	<u>13,722,060</u>
At 31 December 2012	<u>12,217,483</u>	<u>129,495</u>	<u>12,346,978</u>
Historical cost			
	Listed investments £	Cash and settlements pending £	Total £
At 31 December 2013	<u>11,100,038</u>	<u>207,788</u>	<u>11,307,826</u>
At 31 December 2012	<u>10,804,278</u>	<u>129,495</u>	<u>10,933,773</u>
Analysis of investments at 31 December 2013			
		2013 £	2012 £
Listed investments			
UK quoted investments		7,772,352	6,521,417
Non UK quoted investments		<u>5,741,920</u>	<u>5,696,066</u>
		13,514,272	12,217,483
UK cash held as part of portfolio		<u>207,788</u>	<u>129,495</u>
		<u>13,722,060</u>	<u>12,346,978</u>

Notes to the Financial Statements - continued
for the Year Ended 31 December 2013

15. FIXED ASSET INVESTMENTS - continued

Investments that are material in the context of the portfolio are as follows

	2013	2012
	£	£
Artemis Income Inst Inc	-	749,050
JPMorgan US Equity Inc STG Hedged A Inc	878,267	683,080
Neptune Income B Inc	-	668,187
Threadneedle UK Equity Income Inst	-	667,507
River & Mercantile UK Equity Income A	722,209	663,419
CF Milton UK Multi CAP Income B Inc	<u>680,022</u>	<u>-</u>

No investments were held at the year end that relate to restricted funds.

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2013	2012
	£	£
Other debtors	6,505	19,947
Prepayments and accrued income	<u>10,865</u>	<u>15,642</u>
	<u>17,370</u>	<u>35,589</u>

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2013	2012
	£	£
Trade creditors	6,188	15,869
Social security and other taxes	5,511	5,288
Other creditors	4,076	3,949
Accruals and deferred income	17,552	28,391
Grants payable	<u>113,644</u>	<u>155,413</u>
	<u>146,971</u>	<u>208,910</u>

18. OPERATING LEASE COMMITMENTS

The following operating lease payments are committed to be paid within one year:

	Land and buildings		Other operating leases	
	2013	2012	2013	2012
	£	£	£	£
Expiring:				
Between one and five years	-	-	6,929	6,929
In more than five years	<u>17,000</u>	<u>17,000</u>	-	-
	<u>17,000</u>	<u>17,000</u>	<u>6,929</u>	<u>6,929</u>

Merchant Navy Welfare Board

Notes to the Financial Statements - continued for the Year Ended 31 December 2013

19. MOVEMENT IN FUNDS

	At 1.1.13 £	Net movement in funds £	At 31.12.13 £
Unrestricted funds			
General fund	12,265,787	1,494,305	13,760,092
Restricted funds			
MCFG Vehicle Replacement Programme	190,817	4,900	195,717
MN Medal Fund	26,369	(2,096)	24,273
Mobile Wifi for Ship Welfare Visitors	2,239	(2,113)	126
	219,425	691	220,116
TOTAL FUNDS	<u>12,485,212</u>	<u>1,494,996</u>	<u>13,980,208</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	429,902	(803,058)	1,867,461	1,494,305
Restricted funds				
MCFG Vehicle Replacement Programme	115,055	(110,155)	-	4,900
MN Medal Fund	2,444	(4,540)	-	(2,096)
Mobile Wifi for Ship Welfare Visitors	639	(2,752)	-	(2,113)
	118,138	(117,447)	-	691
TOTAL FUNDS	<u>548,040</u>	<u>(920,505)</u>	<u>1,867,461</u>	<u>1,494,996</u>

20. PENSIONS

Contributions made to the employees stakeholder pension schemes amounted to £39,621 (2012: £34,201).

At the balance sheet date contributions of £4,076 (2012: £3,949) were outstanding.

21. COMPANY LIMITED BY GUARANTEE

The company is limited by guarantee and accordingly does not have share capital.