



(A company limited by guarantee and not having a share capital)

Accounts - 31st December 2011

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COMPANIES HOUSE

**Registered in England and Wales No: 3275009**

(A company limited by guarantee and not having a share capital)

**Directors**

Rev Dr I M Beaumont

Mrs J D Hanson

Dr S E Brown

Mr M S Hyde

Rev R M Brooker

Mr N P Millard

Rev Dr I D Farley

Mr M J Thomas

**Secretary and Registered Office**

A C K McLaren, 22b High Street, Witney, Oxon OX28 6RB

**REPORT OF THE DIRECTORS AND GENERAL INFORMATION  
for the year ended 31st December 2011****Principal Activity**

The company's principal activity continues to be the advancement of the Christian faith amongst Muslim peoples of the Arab world

**Charitable Status**

The company has charitable status and is registered with the Charity Commission under registration number 1059106

**Governing Instrument**

The company's activities are regulated by the Memorandum and Articles of Association. The objects of the company are

- i) to advance the Christian faith amongst Muslim peoples of the Arab world wherever they may be found, and to promote the same in the UK through encouraging prayer and financial support
- ii) to relieve need, hardship, sickness or poverty amongst peoples of the Arab world
- iii) to advance Christian education and training of people of the Arab world

**Directors**

The above named directors have served throughout the year as indicated above. The directors of the company are also the trustees for the charitable activities of Arab World Ministries. The UK National Director continues to be Michael Thomas.

**Organisation and Structure****Appointment and training of directors**

The charitable company ensures that existing directors are kept informed of the activities and performance of the charity and are provided with regular management information. Directors meet regularly during the year to review all aspects of the charity. The directors keep the composition of the Board under review and will seek to appoint additional members with appropriate skills and expertise should the need arise. Interested parties are given details of the background of the charitable company in order to make them aware of the current activities.

**Organisational structure**

The day to day management of the charitable company is undertaken by the UK National Director and the departmental heads who meet regularly to ensure good communication and leadership.

REPORT OF THE DIRECTORS AND GENERAL INFORMATION (continued)  
for the year ended 31st December 2011

**Review of Activities during the Period**

During the year the charitable company has continued to pursue its main objectives as outlined above. Income to the general fund was up on the previous year. The directors are keeping the level of general fund income under review and are constantly pursuing new ways of raising support within the UK. Income received for restricted purposes has been exclusively used for those purposes. Overall, restricted funds decreased by about £100,000 during the year.

The value of investments is almost unchanged. It is the opinion of the directors that the market value of the freehold property held in Loughborough probably exceeds £275,000 (net book value £97,510) whilst the London property remains at about £350,000 (net book value £295,952). These valuations have not been incorporated within the accounts.

Discussions that were opened in 2009 with a like-minded group have continued and it is possible that these could lead to the integration of the two charities.

**Public Benefits**

The Directors have had regard to the Charity Commission's guidance, including that on "Charities Working Internationally", the general public benefit guidance "Charities and Public Benefit", and the supplementary guidance contained in "The Advancement of Religion for the Public Benefit".

The public benefits arising from the activities of the company are:

- I. Advancing the Christian faith

The company has worked with over 300 churches in the UK in advancing the Christian faith through sending Christians to minister among peoples of the Arab world, particularly in the UK, elsewhere in Europe, and in the Arab world. The Directors' objective of seeing an increase in the number of supported Christians ministering among peoples of the Arab world during the period has been achieved.

Contact has been maintained with over 6,000 other churches and individuals in the UK, who have contributed towards the activities of the company.

These Christians ministering among peoples of the Arab world have been supported through spiritual encouragement, financial assistance, and counsel and advice. Particular care is taken in considering the placement of these Christians; local advice from the Arab world is taken seriously. The risks of ministering in, eg London and Marseille, are considered as well as those arising in the Arab world.

The financial assistance provided to these Christians ministering among peoples of the Arab world is made available on the basis of need, and takes into account the relative costs in the various locations. Allowances provided range from nil to under £40,000 per year, and all such private benefits are incidental as they contribute directly towards the advancement of the Christian faith among Muslim peoples of the Arab world.

REPORT OF THE DIRECTORS AND GENERAL INFORMATION (continued)  
for the year ended 31st December 2011

These Christians have been ministering by -

raising awareness and understanding of the Christian faith among the peoples of the Arab world (some of whom are not Arabic speakers) and helping to support Christian Churches in the Arab world

This has been done through -

making Christian teaching available in Arabic, French and Kabyle (languages of the Arab world)  
over the internet  
in printed materials  
through broadcast media,

linking up isolated Christians with other like-minded people,

responding to enquiries about the Christian faith received in face to face meetings, in correspondence, and through electronic media (Enquiries from all locations are welcomed, as many Arab world peoples are to be found in Europe, North America, and elsewhere. All such enquiries are answered free of charge),

taking special care to remove misunderstandings about the Christian faith which are commonly held by many from the Arab world,

providing medical services ( see point 2 below), and

helping train Arab world Christians (see point 3 below)

And this has been done in a positive manner of engagement with enquirers, avoiding negative comments about other beliefs

## 2 Relieving need, hardship, sickness or poverty

The company has been able to support a number of Christians with medical qualifications who provide medical care among peoples of the Arab world, both in Africa and Asia. The medical care is provided on the basis of need. Payment for drugs or tests is requested if possible. No other charges are made.

The company has also provided support to Arab world Christians who have been discriminated against on the basis of their faith. Generally this is achieved through Christians supported by the company helping to provide escape from danger, advice on education opportunities, and spiritual encouragements. The presumption would be against providing money, so that the motives of Christians will not be called into question.

## 3 Advancing Christian education and training

The company has contributed towards the development of courses in a number of languages for those from the Arab world who seek to discover more about the Christian faith. It has also contributed towards the development of courses for Arab world Christians who are developing their understanding of Christian teaching, so that they can, in turn, teach others.

Help has also been given to the training of those who will then be more adequately equipped to develop Christian training materials suitable for use among peoples of the Arab world.

REPORT OF THE DIRECTORS AND GENERAL INFORMATION (continued)  
for the year ended 31st December 2011

**Related Party Transactions**

During the year two of the directors were remunerated for their services as employees of the charitable company, details of this are shown in note 18 to the accounts. Additionally there are amounts due to two dormant companies which are connected by virtue of common control and that relate to historical property transactions in the Arab world (see note 12b).

**Reserves**

The charity seeks to maintain adequate reserves in order to ensure that the operations of the company are not unduly constrained. The directors have considered the historical movement on the reserves and consider that they can continue to be funded appropriately. The charity recognises that they have a moral responsibility to maintain the income of retired workers at an acceptable level. This is funded out of general reserves.

**Risk Management**

The trustees have examined and are considering the major risks to which the charity is exposed and are seeking to ensure that appropriate systems are in place to mitigate those risks.

**Bankers**

HSBC, 41 Market Place, Loughborough, Leics, LE11 3EJ

**Auditors**

The auditors A J Carter & Co, Chartered Accountants and Registered Auditors, have indicated their willingness to be re-appointed to office.

REPORT OF THE DIRECTORS AND GENERAL INFORMATION (continued)  
for the year ended 31st December 2011

**Statement of Directors' Responsibilities**

The directors (who are also trustees of the charitable activities for the purposes of charity law) are responsible for preparing the directors' report and the financial statements in accordance with general applicable law and United Kingdom Accounting Standards (United Kingdom General Accepted Accounting Practice)

Company law requires the directors 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 of the charitable company for that period. In preparing these financial statements, the directors are required to

- select suitable accounting policies and then apply them consistently,

- observe the methods and principles in the Charities SORP,

- make judgments and estimates that are reasonable and prudent,

- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements,

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business

The directors are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safekeeping 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 directors are aware

- there is no relevant audit information of which the charitable company's auditor is unaware, and

- the directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information

The directors are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The directors have prepared this report in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

Signed on behalf of the Directors



N P Millard

Director

Witney

Date 16th August 2012

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS**

We have audited the financial statements of Arab World Ministries for the year ended 31 December 2011 which comprise the Statement of Financial Activities, the Summary Income and Expenditure Account, the Balance Sheet, and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and the Financial Reporting Standard for Smaller Entities (effective April 2008).

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 auditor's 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 its members as a body, for our audit work, for this report, or for the opinions we have formed.

**Respective Responsibilities of Trustees and Auditor**

As explained more fully in the Trustees' Responsibilities Statement on page 6, 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 the charitable company's financial statements 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 Standard 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 trustees,

- and the overall presentation of the financial statements.

**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 2011 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 applicable to Smaller Entities, and

- have been prepared in accordance with the requirements of the Companies Act 2006.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS (continued)****Opinion on Other Matter Prescribed by the Companies Act 2006**

In our opinion the information given in the Trustees' Annual Report 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

M D A Gyde FCA DChA  
Senior Statutory Auditor

for and on behalf of A J Carter & Co  
Statutory Auditors  
22b High Street  
Witney  
Oxon  
OX28 6RB

Date 16th August 2012



**STATEMENT OF FINANCIAL ACTIVITIES**  
(Incorporating an income and expenditure account)  
for the year ended 31st December 2011

Reference Notes	Unrestricted Funds £	Restricted Funds £	Total £	2010 £
<b>Incoming Resources</b>				
<b><i>Incoming Resources from generated funds</i></b>				
2 Voluntary Income	391,263	1,594,731	1,985,994	1,907,370
3 Investment Income	4,414	(165)	4,249	2,913
<b><i>Incoming Resources from charitable activities</i></b>				
Trading Activities	13,458	550	14,008	36,120
Total Incoming Resources	409,135	1,595,116	2,004,251	1,946,403
<b>Resources Expended</b>				
<b><i>Cost of Generating Funds</i></b>				
4 Costs of generating voluntary income	200,436	0	200,436	205,970
Cost of goods sold	0	0	0	21,096
5 <b><i>Charitable activities</i></b>	333,334	1,533,410	1,866,744	1,754,513
6 <b><i>Governance costs</i></b>	10,241	0	10,241	7,896
Total resources expended	544,011	1,533,410	2,077,421	1,989,475
7 <b>Net incoming resources before transfers</b>	(134,876)	61,706	(73,170)	(43,072)
<b>Transfers between funds</b>	155,663	(155,663)	0	0
<b>Net movement in funds</b>	20,787	(93,957)	(73,170)	(43,072)
TOTAL FUNDS brought forward	421,903	348,600	770,503	813,575
TOTAL FUNDS carried forward	442,690	254,643	697,333	770,503

Registered in England and Wales – No. 3275009

**BALANCE SHEET**

for the year ended 31st December 2011

	£	£	£
9 <b>Fixed Assets</b>		398,994	413,975
10 <b>Investments</b>		38,820	36,760
		437,814	450,735
<b>Current assets</b>			
Bank & Building Society balances	344,653		339,673
Cash floats - Area representatives	500		550
11 Stock	8,005		9,600
Debtors & Prepayments	9,540		18,641
Loans	10,334		10,484
	373,032		378,948
12 <b>Creditors: Amounts falling due within one year</b>	(88,431)		35,035
<b>Net Current Assets</b>		284,601	343,913
<b>Total Assets less Current Liabilities</b>		722,416	794,648
13 <b>Creditors: Amounts falling due after one year</b>		(25,082)	(24,145)
14 <b>Net Assets</b>		697,333	770,503
<b>Unrestricted Funds</b>			
Unrestricted Funds		317,690	296,903
15 Revaluation Reserve		125,000	125,000
		442,690	421,903
16 <b>Restricted Funds</b>		254,643	348,600
		697,333	770,503

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 applicable to small companies, and with the Financial Reporting Standard for Smaller Entities (effective April 2008)

Approved by the Directors

N P Millard

M J Thomas

Date 16th August 2012

The notes on the following pages form part of these financial statements

**NOTES TO THE ACCOUNTS**  
**for the year ended 31st December 2011**

**I Accounting Policies**

**i) Accounting Convention -**

The accounts of the company are prepared under the historical cost convention, except for the revaluation of investments and freehold property and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), and incorporate the results of the principal activities which are described in the Directors' Report and which are continuing

**ii) Income -**

Donations are accounted for when received by the company. Other income is accounted for on an accruals basis so far as it is prudent to do so. Income includes income tax recoverable.

**iii) Expenditure -**

Expenditure is allocated to the relevant cost category in accordance with internal guidelines issued by the charity and is appropriate to the use derived from the resources.

**iv) Grants -**

Revenue grants are credited to the income and expenditure account as received, unless related to a specific period, when it is placed in a restricted fund until used.

**v) Taxation -**

The company has obtained charitable status and is generally exempt from income tax and capital gains tax, but not from VAT. Irrecoverable VAT is included in the cost of those items to which it relates.

**vi) Investments -**

Investments are shown at market value and realised gains and losses are taken to the income and expenditure account. Investment income has been taken into account on the basis of the due date of payment.

**vii) Depreciation -**

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

Freehold properties	-	2% straight line
Major Computer equipment	-	33 3% straight line
Fixtures, fittings and equipment	-	10% & 20% straight line

**viii) Stock**

Stock is valued at the lower of cost and net realisable value.

NOTES TO THE ACCOUNTS  
for the year ended 31st December 2011 (continued)

	Unrestricted Funds £	Restricted Funds £	Total £	2010 £
<b>2 Voluntary Income</b>				
Gifts & Donations	361,763	1,575,731	1,937,494	1,844,171
Legacies	29,500	19,000	48,500	63,199
	<u>391,263</u>	<u>1,594,731</u>	<u>1,985,994</u>	<u>1,907,370</u>
<b>3 Investment Income</b>				
Interest Received	4,414	(165)	4,249	2,913
	<u>4,414</u>	<u>(165)</u>	<u>4,249</u>	<u>2,913</u>
<b>4 Cost of Generating Voluntary Income</b>				
Staff costs	139,962	0	139,962	144,040
Publicity & Promotion	2,747	0	2,747	27,580
Office Costs	46,693	0	46,693	21,608
Property Costs	192	0	192	300
Motor & Travel	9,529	0	9,529	9,300
Other Expenses	1,313	0	1,313	3,128
Depreciation	0	0	0	14
	<u>200,436</u>	<u>0</u>	<u>200,436</u>	<u>205,970</u>
<b>5 Charitable Activities</b>				
<b>Ministry Costs</b>				
Support & Allowances	56,551	1,326,221	1,382,773	1,131,076
Project expenditure	0	185,371	185,371	214,443
Office costs	8,227	5,747	13,974	24,466
Property & accommodation costs	6,126	0	6,126	6,434
Publicity & Promotion	2,455	0	2,455	3,394
Motor & travel	2,778	3,504	6,281	48,214
Other expenses	1,088	12,566	13,654	12,699
Depreciation	8,068	0	8,068	8,276
<b>Office &amp; Administrative expenses</b>				
Staff costs	171,490	0	171,490	236,708
Office Costs	48,965	0	48,965	9,302
Property Costs	10,925	0	10,925	4,438
Publicity & Promotion	0	0	0	735
Motor & Travel	7,995	0	7,995	18,695
Other Expenses	1,754	0	1,754	28,684
Depreciation	6,913	0	6,913	6,949
	<u>333,334</u>	<u>1,533,410</u>	<u>1,866,744</u>	<u>1,754,513</u>

**NOTES TO THE ACCOUNTS**  
**for the year ended 31st December 2011 (continued)**

	Unrestricted Funds £	Restricted Funds £	Total 2011 £	2010 £
<b>6 Governance Costs</b>				
Audit	5,400	0	5,400	5,280
Trustees' expenses	4,841	0	4,841	2,616
	<u>10,241</u>	<u>0</u>	<u>10,241</u>	<u>7,896</u>

Trustees' expenses relate to travel, office costs and publicity and were incurred on behalf of the whole board

**7 Net Incoming Resources before Transfers**

The net incoming resources before transfers are after charging

	2011	2010
Depreciation of tangible fixed assets	14,981	15,166
Auditors' remuneration	5,400	5,280
Directors' remuneration (incl Employers' NI)	59,510	68,763
Staff costs (note 8)	309,611	293,080

**8 Staff Costs (including directors)**

	2011	2010
Salaries	319,336	330,114
Employers National Insurance	37,074	20,062
Pension Contributions	12,711	11,667
	<u>369,121</u>	<u>361,843</u>

The average number of staff (including directors) employed by the charity during the year was as follows

	2011	2010
Mission & Support	3	3
Management & Administration	3	3
External Relationships & fundraising	6	6
	<u>12</u>	<u>12</u>

No employee was paid in excess of £60,000

NOTES TO THE ACCOUNTS  
for the year ended 31st December 2011 (continued)

**9 Fixed Assets**

	Freehold Properties	Fixtures & Fittings	Computer Equipment	Total
<b>Cost/Valuation</b>				
at 1 1 11	490,654	8,841	12,852	512,347
Additions	0	0	0	0
at 31 12 11	<u>490,654</u>	<u>8,841</u>	<u>12,852</u>	<u>512,347</u>
<b>Accumulated depreciation</b>				
at 1 1 11	87,379	6,708	4,285	98,372
Charge for the year	9,813	884	4,284	14,981
at 31 12 11	<u>97,192</u>	<u>7,592</u>	<u>8,569</u>	<u>113,353</u>
<b>Net book value</b>				
at 31 12 11	<u>393,462</u>	<u>1,249</u>	<u>4,283</u>	<u>398,994</u>
at 31 12 10	<u>403,275</u>	<u>2,133</u>	<u>8,567</u>	<u>413,975</u>

All of the above assets are used to further the charity's objects

It is the opinion of the directors that the market values of the freehold properties probably exceed £625,000 (net book value £393,462)

**NOTES TO THE ACCOUNTS**  
**for the year ended 31st December 2011 (continued)**

**10 Investments**

All investments are held primarily to provide an investment return for the charitable company. The value of the portfolio is determined by reference to readily available market prices.

**1 Portfolio Summary**

	2011	2010
Market Value at 1/1/2011	36,760	37,220
Gain on revaluation	2,060	(460)
Market value at 31/12/2011	38,820	36,760

Investment comprise 20000 Charinco Distribution Units. These are fixed interest securities listed on the London Stock Exchange.

**2 Investment Policy**

The company's investment policy aims to produce long term capital growth together with a reasonable income.

**11 Stock**

	2011	2010
Literature stock for resale	8,005	9,600

**12 a Creditors** Amounts falling due within one year

Transmissions	31,330	13,436
Salaries & Wages Creditors	38,440	9,727
Related Party Transactions (note 12b)	1,662	1,662
Accruals	9,709	5,302
Creditors	7,290	4,908
	88,431	35,035

**12 b Related Party Transactions**

North Africa Properties Ltd	1	1
Cherchell Trading & Ind Co Ltd	1,661	1,661
	1,662	1,662

**13 Creditors** Amounts falling due after one year

Others	2011	2010
	25,082	24,145
	25,082	24,145

**14 Analysis of Net Assets Between Funds**

	Unrestricted Funds	Restricted Funds	Total 2011	Total 2010
Fixed Assets	398,994	0	398,994	413,975
Investments	38,820	0	38,820	36,760
Current Assets	118,389	254,643	373,032	378,948
Current Liabilities	(88,431)	0	(88,431)	(35,035)
Long Term Liabilities	(25,082)	0	(25,082)	(24,145)
Net Assets	442,690	254,643	697,333	770,503

The Medical Fund provides for medical needs. Other funds relate to amounts which have been designated for conferences and UK ministry.

NOTES TO THE ACCOUNTS  
for the year ended 31st December 2011 (continued)

**15 Revaluation Reserve**

The freehold property was revalued in February 1996 by Moore and York, Chartered Surveyors, on an open market value basis in accordance with the guidelines issued by the Royal Institution of Chartered Surveyors. The revaluation reserve constitutes part of the general reserves of the charity.

**16 Restricted Funds**

The charity maintains a number of restricted funds which are all income funds and are classified as follows:

**i) Projects -**

These are charitable activities of the mission over and above the responsibilities of individual workers. Donations are received for these purposes and held in these funds. Most of the funds (including all the larger funds) are paid out in full each month to the managers of those funds and accounted for elsewhere.

**ii) Support -**

These funds are used for the accommodation and general living expenses of workers both in the UK and abroad. Included within these funds are amounts to enable the workers to establish themselves in their place of ministry and to cover the costs of performing their ministry.

<b>Restricted Funds</b>	<b>Balance</b>		<b>Balance</b>	
	<b>1 1 2011</b>	<b>Income</b>	<b>Expenditure</b>	<b>31 12 2011</b>
<b>Project</b>				
Education	8,879	31,041	(24,797)	8,879
Media	(828)	107,925	(95,560)	(5,998)
National Workers	(160)	17,597	(701)	13,388
Other /Relief	5,571	23,413	(18,502)	6,047
UK Projects	3,931	7,138	(2,836)	7,963
	<u>17,393</u>	<u>187,114</u>	<u>(142,396)</u>	<u>30,279</u>
<b>Support</b>				
Non UK	6,825	95,944	(78,956)	19,545
UK	324,382	1,312,058	(1,312,058)	204,819
	<u>331,207</u>	<u>1,408,002</u>	<u>(1,391,014)</u>	<u>224,364</u>
<b>Total Restricted Funds</b>	<u>348,600</u>	<u>1,595,116</u>	<u>(1,533,410)</u>	<u>254,643</u>



**NOTES TO THE ACCOUNTS**  
**for the year ended 31st December 2011 (continued)**

**17 Transactions with Trustees**

During the year the charity paid the following amounts of remuneration to trustees and directors of the company. Such remuneration is permitted under the Memorandum and Articles of Association which allows for not more than one third of the trustees to be remunerated. The salary and pension contributions are paid by virtue of their duties as employees of the charitable company and not in respect of their duties as trustees. Expenses incurred on behalf of the Board of Trustees are disclosed in note 6. There were no other transactions with the trustees which require separate disclosure within the financial statements.

		2011	2010
Mr M J Thomas	Salary	40,389	37,546
	Pension Contribution	2,171	2,160
Dr S E Brown	Salary	16,020	22,006
	Pension Contribution	930	1,423
		<u>59,510</u>	<u>63,135</u>