

AMENDED



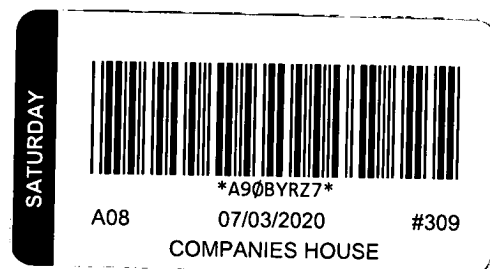
100 Black Men of London

Charity No. 1105904

Company No. 04200429

Trustees' Report and Unaudited

Accounts 31 March 2019



100 Black Men OF London
TRUSTEES ANNUAL REPORT

100BMOL

The Trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the unaudited financial statements of the charity for the year ended 31 March 2019.

REFERENCE AND ADMINISTRATIVE DETAILS

Company No. 04200429

Charity No.

1105904

Registered Office

Can Mezzanine
49 - 51 East
Road London
N1 6AH

Directors and Trustees

The Directors of the charitable company are its Trustees for the purposes of charity law. The following Directors and Trustees served during the year:

H. Alley
D. Creavalle
O. Oyalegan
K. Sonaïke

Accountants

Ma'Leon Accountancy Services Limited
85 Great Portland Street
London
W1W 7LT

100 Black Men OF London
TRUSTEES ANNUAL REPORT

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ACHIEVEMENTS & PERFORMANCE

It was a busy year with a new board forming after board elections in January **2019**. The organisation has strategized and the new vision of the 100 is to become the leading youth and community development organisation that uplifts the black community and empower the youth and ourselves to be the best versions of ourselves.

As part of this drive, the new board established new and key relationships with organisations like Dell EMC, Vodafone, Broadgate Estates as well as building on and solidifying existing relationships with are University College London, Southbank University, Prostate Cancer UK, National Theatre, The Young Vic theatre and Niburu London amongst others. These relationships are vital to allow us to provide future benefits to our members, volunteers and the community which we serve.

Within our Health and Wellness pillar, we expanded on our popular Mental health programme targeted at men called - 'Men It's Time We Talk' by creating a series of specific events around mental health, these events were all sold out generating requests for additional events around this issue. These events give a much needed platform for men to talk about those emotional issues that affect them and help all to deal with current perceptions and mindsets.

In addition to the above, we also collaborated and supported the African Caribbean Leukemia Trust, helping to promote our Health and Wellness mission of a healthier community. Many Members, Volunteers, Parents and Diamonds took part in the ACLT's Run 5 Save Lives 5k Fun Run and Walk and we also had two entries in the Virgin Marathon,

This year Our Audience With Our Children (annual debate) was presented by our Peer Mentoring team, which was an emotional event that highlighted the need for parents to actively listen to young people when they speak. This enables our young people to unlock more of their potential; as becoming the best version of themselves also means owning their emotions, and working through them.

Our annual Father's Day Quality Time event was another collaboration with other community organisations, we partnered with Father Figure UK, Violent Crime Prevention, Westside Young Leaders Academy, JC Sport, Barnados, Port Royal, YCFS and The Black Child Agenda. This is one of our fondest events, providing the opportunity for black men and children (within their families and also within the community) to form and strengthen important bonds.

Our Economic Empowerment team completed the proof of concept on their B.I.G (Build Invest Grow) initiative for businesses and are now working on creating this as an online offering alongside workshops. The initiative is designed to empower entrepreneurs to build a sustainable, world-beating Black business that makes real profit, grows, and creates a business legacy for your children and your community.

We provided a week-long entrepreneurial workshop for our younger mentees in collaboration with the London Community Foundation - Regents Place SEGRO to ignite our young people entrepreneurial spirit and get them thinking over the Easter holidays. This also plugs into the making our young people a better version of themselves.

Later this year we are doing to review our strategy and focus on reappraising the foundation of the 100 in order for us to ensure we are effectively utilising our resources and hitting our targets accordingly. This will provide 100BMOL the platform to launch multiple initiatives that will enable us to have more of an impact with our clients as well as the rest of the community, thereby assuring the requirements of all our partners and sponsors are met. This will ensure we achieve our financial ambitions and build sustainable development and educational programs critically needed in our communities.

We extend our hands of friendship and partnership, going forward, we are looking forward to working with you.

OBJECTIVES and ACTIVITIES

The charity's objectives are to advance the education of the public, in particular by the provision of facilities for mentoring of young people in the teaching of appropriate life skills in preparation for adulthood and to promote the preservation and protection of the good health of the community, in general, by the provision of information, advice and other charitable forms of support. The charity aims to empower the young people and parents on our programmes to become economic and moral shareholders in their communities.

To achieve these objectives, the Charity operates a number of programmes and community events focused on their four key areas of concern, namely Mentoring, Education, Economic Empowerment, Health & Wellness. These are underpinned by Leadership Development.

The key life skills our programmes help to develop include:

- Entrepreneurship
- High self esteem
- Awareness of the importance of good health and nutrition
- Peer mentoring
- Money management skills
- Conflict resolution
- Effective communication
- Leadership

We also seek to provide leadership within our community by advocating and educating the public on matters of particular concern to the community, including health & wellness, economic empowerment and leadership.

Our programmes and activities that we deliver enable us to achieve our objectives: Life skills fortnightly Community Mentoring Programme for children and parents. Workshops on black history, economic empowerment, health & wellness, public speaking and leadership. Plus educational films and trips to museums.

FINANCIAL REVIEW

The 100 Black Men is a going concern and is adequately resourced to continue its operational existence.

Financial Update

Income for the year was £32,643 with an expenditure of £22,635 giving a net income of £10,008. As at 31st March the reserves were £35,488.

100 Black Men OF London

TRUSTEES ANNUAL REPORT

Reserves Policy

Reserves are held to meet future activities and we are always seeking to maximise them so that we can deliver more services.

We plan to enhance our fundraising activities so that we can in turn increase our services to the community we serve.

STRUCTURE GOVERNANCE and MANAGEMENT

Constitution

100 Black Men of London is registered as a charity with the Charity Commission.
No director has any beneficial interest in the charitable company.

Method of appointment or election of Trustees

Under the governing Articles, the Trustees are elected at the Annual General Meeting to serve a period of two years, subject to re-election every two years at the January Annual General Meeting. Trustees are recruited from the local community and are divided into those who bring expertise to the organisation and those with wider organisational skills such as business and finance. All Trustees retire at the Annual General Meeting and are eligible for re-election.

Policies adopted for the induction and training of Trustees.

All new Trustees were provided with information about the Charity and attended an induction meeting with relevant staff.

Organisational structure and decision making

All Trustees are volunteers. There are no paid Directors.

The Board of Executives is responsible for decisions relating to the governance and future development of the organisation. The Board of Executives is responsible for all day-to-day organisational work, including ongoing financial management, operational direction, fundraising and management of volunteers and members.

Trustees' responsibilities

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

The above report has been prepared in accordance with the provisions applicable to companies subject to the small companies regime as set out in Part 15 of the Companies Act 2006 and in accordance with the Charities SORP (FRS 102).

Signed on behalf of the board

A handwritten signature in black ink, appearing to read 'Ola Oyalegan', is written over a large, faint circular stamp or watermark.

Ola Oyalegan – President

31 March 2019

INDEPENDENT EXAMINERS REPORT

Independent Examiner's Report to the trustees of 100 Black Men OF London

I report to the charity trustees on my examination of the accounts of 100 Black Men OF London for the year ended 31 March 2019 which comprise the Statement of Financial Activities, the Summary Income and Expenditure Account, the Balance Sheet, the Statement of Cash Flows and the related notes.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act).

Having satisfied myself that the accounts of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I can confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that:

- accounting records were not kept in accordance with section 386 of the 2006 Act; or
- the accounts do not accord with those records; or
- the accounts do not comply with the accounting requirements under section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the Charities SORP (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Independent Examiner



Julius and Julius and Associates LLP

70 Clapton Square

London E5 8HW

31 March 2019

100 Black Men OF London STATEMENT OF FINANCIAL ACTIVITIES

for the year ended 31 March 2019

		Unrestricted funds	Total funds	Total funds
	Notes	2019 £	2019 £	2018 £
Income and endowments from:				
Donations and legacies	4	32,026	32,026	27,082
Charitable activities	5	583	583	1,840
Investments	6	-	-	5
Other	7	34	34	-
Total		32,643	32,643	28,927
Expenditure on:				
Raising funds	8	260	260	851
Charitable activities	9	1,709	1,709	3,734
Other	10	20,666	20,666	16,364
Total		22,635	22,635	20,949
Net gains on investments		-	-	-
Net income		10,008	10,008	7,978
Net income before other gains/(losses)		10,008	10,008	7,978
Other gains and losses:				
Net movement in funds		10,008	10,008	7,978
Reconciliation of funds:				
Total funds brought forward		25,480	25,480	17,502
Total funds carried forward		35,488	35,488	25,480

100 Black Men OF London
SUMMARY INCOME AND EXPENDITURE
ACCOUNT

for the year ended 31 March 2019

	2019	2018
	£	£
Income	32,643	28,922
Interest and investment income	-	5
Gross income for the year	<u>32,643</u>	<u>28,927</u>
Expenditure	22,635	20,949
Total expenditure for the year	<u>22,635</u>	<u>20,949</u>
Net income before tax for the year	10,008	7,978
Net income for the year	<u><u>10,008</u></u>	<u><u>7,978</u></u>

100 Black Men OF London
BALANCE SHEET
at 31 March 2019

	Notes	2019 £	2018 £
Current assets			
Cash at bank and in hand		37,250	27,758
		<u>37,250</u>	<u>27,758</u>
Creditors: Amount falling due within one year	12	(1,762)	(2,278)
Net current assets		<u>35,488</u>	<u>25,480</u>
Total assets less current liabilities		<u>35,488</u>	<u>25,480</u>
Net assets excluding pension asset or liability		<u>35,488</u>	<u>25,480</u>
Total net assets		<u><u>35,488</u></u>	<u><u>25,480</u></u>
The funds of the charity			
Restricted funds	13		
Unrestricted funds	13	35,488	25,480
General funds		<u>35,488</u>	<u>25,480</u>
Reserves	13		
Total funds		<u><u>35,488</u></u>	<u><u>25,480</u></u>

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

For the year ended 31 March 2019 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

Approved by the board on 31 March 2019

And signed on its behalf by:



Ola Oyalegan - President

31 March 2019

100 Black Men OF London

NOTES TO THE ACCOUNTS

for the year ended 31 March 2019

1 Accounting policies Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Change in basis of accounting or to previous accounts

There has been no change to the accounting policies (valuation rules and method of accounting) since last year and no changes have been made to accounts for previous years.

Fund accounting

Unrestricted funds	These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.
Designated funds for particular purposes.	These are unrestricted funds earmarked by the trustees for
Revaluation funds	These are unrestricted funds which include a revaluation reserve representing the restatement of investment assets at their market values.
Restricted funds	These are available for use subject to restrictions imposed by the donor or through terms of an appeal.

Income

Recognition of income	Income is included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability.
Income with related expenditure	Where income has related expenditure the income and related expenditure is reported gross in the SoFA.
Donations and legacies	Voluntary income received by way of grants, donations and gifts is included in the the SoFA when receivable and only when the Charity has unconditional entitlement to the income.
Tax reclaims on donations and gifts	Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.
Donated services and facilities	These are only included in income (with an equivalent amount in expenditure) where the benefit to the Charity is reasonably quantifiable, measurable and material.
Volunteer help	The value of any volunteer help received is not included in the accounts.
Investment income	This is included in the accounts when receivable.
Gains/(losses) on revaluation of fixed assets	This includes any gain or loss resulting from revaluing investments to market value at the end of the year.
Gains/(losses) on investment assets	This includes any gain or loss on the sale of investments.

100 Black Men OF London

NOTES TO THE ACCOUNTS

Expenditure

Recognition of expenditure	Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.
Expenditure on raising funds	These comprise the costs associated with attracting voluntary income, fundraising trading costs and investment management costs.
Expenditure on charitable activities	These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.
Grants payable	All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been approved by the trustees at the end of the year but not yet paid.
Governance costs	These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit/independent examination fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.
Other expenditure	These are support costs not allocated to a particular activity.

Taxation

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

Freehold investment property

Investment properties are revalued annually and any surplus or deficit is dealt with through the Statement of Financial Activities. No depreciation is provided in respect of investment properties. This treatment conflicts with the requirements of the Companies Act 2006 that all properties should be depreciated. The directors consider that, because these properties are not held for consumption, but for their investment potential it is necessary to adopt the requirements of the FRSSE in order to give a true and fair view.

Intangible fixed assets and amortisation

Intangible fixed assets (including purchased goodwill, patents and trademarks) are carried at cost less accumulated amortisation and impairment losses.

Stocks

Stock is included at the lower of cost or net realisable value. Donated items of stock are recognised at fair value which is the amount the charity would have been willing to pay for the items on the open market.

Trade and other debtors

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

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the statement of financial position, bank overdrafts are shown within borrowings or current liabilities. In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

100 Black Men OF London

NOTES TO THE ACCOUNTS

Trade and other creditors

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

Research and development

Expenditure on research and development is written off in the year in which it is incurred.

Foreign currencies

Monetary assets and liabilities denominated in currencies other than the functional currency of the charity are translated at the rates of exchange prevailing at the end of the reporting period.

Transactions in currencies other than the functional currency of the charity are recorded at the rate of exchange on the date that the transaction occurred.

All exchange differences are taken into account in arriving at net income/expenditure.

Leased assets

Where the charity enters into a lease which entails taking substantially all the risks and rewards of ownership of an asset, the lease is treated as a finance lease.

Leases which do not transfer substantially all the risks and rewards of ownership to charity are classified as operating leases.

Assets held under finance leases are initially recognised as assets of the charity at their fair value at the inception of the lease or, if lower, at the present value of the minimum lease payments. The corresponding liability to the lessor is included in the balance sheet date as a finance lease obligation. Lease payments are apportioned between finance expenses and reduction of the lease obligation so as to achieve a constant rate of interest on the remaining balance of the liability. Finance expenses are recognised immediately, unless they are directly attributable to qualifying assets, in which case they are capitalised in accordance with the charity's policy on borrowing costs.

Assets held under finance leases are depreciated in the same way as owned assets.

Operating lease payments are recognised as an expense on a straight-line basis over the lease term. In the event that lease incentives are received to enter into operating leases, such incentives are recognised as a liability. The aggregate benefit of incentives is recognised as a reduction of rental expense on a straight-line basis.

Pension costs

The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payments obligations. The contributions are recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the company in independently administered funds.

2 Company status

The company is a private company limited by guarantee and consequently does not have share capital.

100 Black Men OF London
NOTES TO THE ACCOUNTS

3 Statement of Financial Activities - prioryear

	Unrestricted funds 2018 £	Total funds 2018 £
Income and endowments from:		
Donations and legacies	27,082	27,082
Charitable activities	1,840	1,840
Investments	5	5
Total	28,927	28,927
Expenditure on:		
Raising funds	851	851
Charitable activities	3,734	3,734
Other	16,364	16,364
Total	20,949	20,949
Net income	7,978	7,978
Net income before other gains/(losses)	7,978	7,978
Other gains and losses:		
Net movement in funds	7,978	7,978
Reconciliation of funds:		
Total funds brought forward	17,502	17,502
Total funds carried forward	25,480	25,480

4 Income from donations and legacies

	Unrestrict ed £	Total 2019 £	Total 2018 £
Donations and legacies	31,765	31,765	23,201
Fundraising	261	261	-
Gift aid	-	-	3,881
	32,026	32,026	27,082

100 Black Men OF London
NOTES TO THE ACCOUNTS

**5 Income from
charitable activities**

Unrestricted	Total 2019	Total 2018
£	£	£
Operating income	-	1,190
Other Donations-Julius and Julius	580	650
Miscellaneous	3	-
<u>583</u>	<u>583</u>	<u>1,840</u>

6 Income from investments

	Total 2019	Total 2018
	£	£
Investment income	-	5
	<u>-</u>	<u>5</u>

7 Other income

Unrestricted	Total 2019	Total 2018
£	£	£
Bank interest received	34	-
<u>34</u>	<u>34</u>	<u>-</u>

8 Expenditure on raising funds

Unrestricted	Total 2019	Total 2018
£	£	£
<i>Costs of generating voluntary income</i>		
Raising funds	18	-
Fundraising trading costs		
Fundraising costs/fee	242	851
<u>260</u>	<u>260</u>	<u>851</u>

9 Expenditure on charitable activities

Unrestricted	Total 2019	Total 2018
£	£	£
<i>Expenditure on charitable activities</i>		
Charitable excursions	(1)	3,734
Charitable projects	1,710	-
Governance costs		
<u>1,709</u>	<u>1,709</u>	<u>3,734</u>

100 Black Men OF London
NOTES TO THE ACCOUNTS

10 Other expenditure

	Unrestrict ed	Total 2019	Total 2018
	£	£	£
Employee costs	1,961	1,961	2,171
Motor and travel costs	42	42	800
Premises costs	120	120	210
General administrative costs	17,823	17,823	12,183
Legal and professional costs	720	720	1,000
	<u>20,666</u>	<u>20,666</u>	<u>16,364</u>

11 Staff costs

No employee received emoluments in excess of £60,000

12 Creditors:

amounts falling due within one year

	2019	2018
	£	£
Other creditors	1,192	2,279
Accruals and deferred income	570	(1)
	<u>1,762</u>	<u>2,278</u>

13 Movement in funds

	At 1 April 2018	Incoming resources(including other gains/losses) £	Resources expended £	At 31 March 2019 £
Restricted funds:				
Unrestricted funds:				
General funds	25,480	32,643	(22,635)	35,488
Revaluation Reserves:				
Total funds	<u>25,480</u>	<u>32,643</u>	<u>(22,635)</u>	<u>35,488</u>

14 Analysis of net assets between funds

	Unrestrict ed funds £	Total £
Net current assets	35,488	35,488
	<u>35,488</u>	<u>35,488</u>

15 Related party disclosures

Controlling party

100 Black Men OF London
DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the year ended 31 March 2019

	Unrestricted funds	Total funds	Total funds
	2019	2019	2018
	£	£	£
Income and endowments from:			
Donations and legacies	31,765	31,765	23,201
Donations and legacies			
Fundraising	261	261	-
Gift aid	-	-	3,881
	<u>32,026</u>	<u>32,026</u>	<u>27,082</u>
Charitable activities	-	-	1,190
Operating income			
Other Donation-Julius and Julius	580	580	650
Miscellaneous	3	3	-
	<u>583</u>	<u>583</u>	<u>1,840</u>
Investments			
Investment income			5
	-	-	5
Other			
Bank interest received	<u>34</u>	<u>34</u>	-
	34	34	-
Total income and endowments	32,643	32,643	28,927
Expenditure on:			
Costs of generating donations and legacies			
Raising funds	18	18	-
	<u>18</u>	<u>18</u>	<u>-</u>
Costs of other trading activities			
Fundraising costs/fee	242	242	851
	<u>242</u>	<u>242</u>	<u>851</u>
Total of expenditure on raising	260	260	851
Funds activities			
Charitable activities			
Charitable excursions	(1)	(1)	3,734
Charitable projects	1,710	1,710	-
	<u>1,709</u>	<u>1,709</u>	<u>3,734</u>
Total of expenditure on charitable	1,709	1,709	3,734
Employee costs	1,453	1,453	841
Refreshments			
Staff training	40	40	1,054
Staff/ Volunteer costs	468	468	276

100 Black Men OF London
DETAILED STATEMENT OF FINANCIAL ACTIVITIES

	1,961	1,961	2,171
Motor and travel costs			
Travel and subsistence	42	42	800
	42	42	800
Premises costs			
Rent	120	120	210
	120	120	210
General administrative costs, including depreciation and amortisation			
Hall/ Venue hire	382	382	676
Bank charges	162	162	129
Equipment expensed	273	273	918
Equipment leasing and hire charges	41	41	-
Annual Conference	4,162	4,162	4,386
Exchange rate (gain)/loss	1,663	1,663	-
General insurances	370	370	370
Advertising and public relations	4,238	4,238	1,003
Office/ General Admin expenses	28	28	814
Software, IT support and related costs	845	845	418
Stationery, printing and postages	3,245	3,245	86
Subscriptions- 100BMOA	(196)	(196)	900
Sundry expenses	498	498	2,007
Telephone, fax and broadband	2,112	2,112	476
	17,823	17,823	12,183
Legal and professional costs			
Independent examination fees	1,070	1,070	1,000
Accountancy and bookkeeping	150	150	-
Other legal and professional costs	(500)	(500)	-
	720	720	1,000
Total of expenditure of other costs	20,666	20,666	16,364
Total expenditure	22,635	22,635	20,949
Net gains on investments		-	-
Net income	10,008	10,008	7,978
Net income before other gains/(losses)	10,008	10,008	7,978
Other Gains	-	-	-
Net movement in funds	10,008	10,008	7,978

100 Black Men OF London
DETAILED STATEMENT OF FINANCIAL ACTIVITIES