

Registered number: 06941044

Charity number: 1134566

ISLAMIC EDUCATION & RESEARCH ACADEMY (IERA)

UNAUDITED ACCOUNTS
FOR THE YEAR ENDED 30 JUNE 2017

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COMPANIES HOUSE

**FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2017**

TRUSTEES

Mr Saqib Jameel Sattar
Mr Anthony Wacław Green
Mr Edward Stewart Cracknell
Ms Sharon Da Silva Matthews
Mr Nasser Ali Khan - resigned on 19 November 2016

REGISTERED OFFICE

Suite 321 Crown House
North Circular Road
London
NW10 7PN

COMPANY NUMBER

06941044

CHARITY NUMBER

1134566

BANKERS

National Westminster Bank Plc

INDEPENDENT EXAMINERS

Amex Associates Limited
Chartered Certified Accountants
& Registered Auditors
85B Headstone Road
Harrow
Middlesex
HA1 1PG

**ACCOUNTS
FOR THE YEAR ENDED 30 JUNE 2017**

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FOR THE YEAR ENDED 30 JUNE 2017

TRUSTEES' REPORT

The trustees present their report and accounts for the year ended 30 June 2017

STRUCTURE GOVERNANCE AND MANAGEMENT

The Islamic Education and Research Academy is a company limited by guarantee, and does not have share capital. The charity was incorporated on 23 June 2009, and is governed by Memorandum and Articles of Association. It is also a registered charity, no. 1134566.

ORGANISATIONAL STRUCTURE

The charity trustees are responsible for the strategic management of the charity. The CEO and staff are responsible for the implementation of plans and the day-to-day running of the charity.

Mr Nasser Ali Khan resigned from his position as trustee on 19 November 2016.

OBJECTIVES

The objectives of the charity are set out in the charity's Articles of Association, and are summarised below:

- To advance the Islamic faith.
- To educate and inform humanity about Islam.
- To train Islamic educators to deliver talks, seminars and other public engagements.
- To produce and distribute educational Islamic material.
- To carry out research into contemporary issues facing Islam and the Muslim community.

STRATEGIES

We seek to advance the Islamic faith by conveying the call, namely presenting a compassionate and intelligent case for Islam in the UK and throughout the world. We train educators to convey Islam in a compassionate, intelligent, and rational manner. We also convey the call through outreach campaigns, as well as producing and distributing choice Islamic educational material.

HOW OUR ACTIVITIES DELIVER PUBLIC BENEFIT

The charity carries out a range of activities in pursuance of its charitable aims. The trustees consider that these activities, summarised below, benefit those wishing to find out and learn about Islam, both in the UK and worldwide.

INTERNATIONAL CAMPAIGNS

World Dawah Mission:-

Throughout July and August 2016, we developed, trained, and organised 190 international Dawah teams across 110 countries to call and educate people to the Islamic faith in a warm and friendly manner, as part of iERA's 'World Dawah Mission' campaign. The strapline was simple yet profound: 'Is Life Just a Game?' This culminated in the official Dawah day on 20 August 2016.

The teams were given iERA t-shirts and Dawah materials, and were instructed to convey the call to Islam in an intelligent and compassionate manner. Through strategic planning, iERA helped and supported 3,117 people to help convey the call.

We launched a redesigned booklet for this campaign; 60,000 materials about Islam were distributed and 10,000 conversations about Islam took place. As a result of the compassionate and intellectual conversations, 186 people chose to embrace Islam.

FOR THE YEAR ENDED 30 JUNE 2017

TRUSTEES' REPORT

Jesus: Blessed by God:-

During the Easter period between Good Friday (14 April 17) and Easter Monday (17 April 17), we launched our 'Muslims Love Jesus' campaign. This was iERA's second global campaign of the year. We developed and trained teams across six continents (in Sao Paulo, Houston, UK, Abuja, Jerusalem, Melbourne, and more) to engage with their communities while sharing the true teachings of Jesus with our brothers and sisters in humanity. To support the campaign, we launched a live campaign on Facebook with the hashtag #MuslimsLoveJesus on 13 April 17; we achieved 15,000 views on this video.

iERA also launched a new book as part of this campaign, 'Jesus: Man, Messenger, Messiah'. To support the launch, we recorded an online lecture delivered by Hamza Tzortzis exploring the life, teachings, personality, and mission of Jesus, as well as compassionately deconstructing the Christian understanding.

We held webinars to support and empower the teams across the continents, which all six teams attended. We also held webinars for all international teams; 46 teams registered, with 43% of teams tuning into the webinar live.

LOCAL CAMPAIGNS

Jesus: Blessed by God:-

We ran two key UK campaigns last year. The first was 'Jesus: Blessed by God', which ran in December 2016 and focused on the Christmas period. The campaign involved a Dawah Day in key locations in London and Newcastle. We produced four online articles with subsequent podcasts to support the campaign. The podcasts achieved 1,172 listens and 99 downloads. These articles and podcast included:

- God, Man or Both - Who Is Jesus?
- Corruption From Within - Can We Trust The Bible?
- He Died For Our Sins - Was Jesus Really Crucified?
- Not In Jesus' Name - Paul's Christianity?

iERA provided bespoke training on how to give Dawah to Christians, which was given as a webinar. In total, there were 537 registrations, 102 live attendees, with over 1,000 have taking the webinar training since it was published.

Know God, Know Good:-

The next campaign, named 'Know God, Know Good', ran during the month of Ramadan. This campaign was run across thirteen cities across the UK including London, Edinburgh, Brighton, and Oxford as well as Waterford in Ireland. We also launched the 'Know God, Know Good' Dawah training webinar; 48 teams registered with 55% attending the webinar live.

The teams across the UK were given bespoke t-shirts with the 'Know God, Know Good' branding. The online Dawah webinar successfully empowered Muslims to engage in warm and articulate conversations with their local communities.

The 'Know God, Know Good' campaign saw the development, design, and distribution of the 'Know God, Know Good' booklets. This booklet is a collection of God's beautiful names and attributes with a commentary. The commentary was a well-thought out narrative focusing on how to reconnect humanity to their Creator.

NEW MUSLIMS

Our new Muslim development programme is amongst the most important work that we do at iERA. Our programme includes a welcome pack, local weekly classes, monthly live online classes, online resources and support, and a four-day educational retreat programme. We distributed 251 of iERA's new Muslim gift boxes, which provide initial education support to people that have embraced Islam.

40 new Muslims attended our 10th anniversary retreat - 'Journey of the Believer' - in August 2016. Below is some of the feedback we received:

FOR THE YEAR ENDED 30 JUNE 2017

TRUSTEES' REPORT

"I can honestly say this retreat has changed my life... you all had individual qualities that I learned from while being in this brotherhood." - Justin Tindall

"My main aim was to learn salaah. Everything I learnt previously was from YouTube and I was unsure whether I was doing it correctly... The prayer workshops were excellent and my favourite part of the day." - Khimara

"I hope continues in the future to help more Muslims with Islam." - Alison Walker

As part of our New Muslim support and care programme, we launched our New Muslim Problems webinar. There were four webinars with the below topics:

- Being Tested
- Preparing for Ramadan
- Love and Marriage for New Muslims: A Practical Guide
- Loving The Prophet (Peace be Upon Him)

On average, 68 people registered with an average attendance of 19 people and conversion rate of 28%. This highest registration rate was for the 'Love and Marriage' webinar, with 98 registrants.

We carried out nine Now Ready to Grow and Step by Step training courses. The Now Ready to Grow course is a mentoring program dedicated to teaching communities how to empower new Muslims at the very beginning of their journey effectively and successfully. The course also helps them to build a solid foundation of Islam in their lives. The Step by Step course is designed to empower New Muslims, providing them with a strong spiritual foundation. The course were delivered in the UK, Ireland, and mainland Europe:

- Bedford Masjid
- Cardiff
- London
- Luton
- Newcastle
- Copenhagen
- Waterford, Ireland

MATERIALS BOOKS AND DISTRIBUTION

The materials we distribute were written and designed by iERA to promote a warm and intelligent case for Islam, in a style and language that is easy to comprehend. Last year, we focused on the following topics:

- Jesus leaflet
- Jesus: Man, Messenger, Messiah
- Is Life Just A Game?
- Quran: A Short Journey
- Convey With One Verse cards
- Know God, Know Good
- The Man In The Red Underpants

FOR THE YEAR ENDED 30 JUNE 2017

TRUSTEES' REPORT

- The Eternal Challenge

We distributed over 114,000 materials to over 100 countries across the globe:

- Our most popular materials last year were the 'Is Life Just a Game?' initiation flyers, of which we distributed over 75,000 across the world to 190 Dawah teams, accounting for 65% of our annual distributed units.
- The 'Is Life Just a Game?' booklet saw positive reactions, with 10,000 units distributed.
- The most popular book publication was The Eternal Challenge, with distribution of 1,850 copies.
- 75% of our annual materials are distributed during campaigns, with 25% distributed through the ecommerce site.

All of our materials are provided free of charge, with customers only paying for postage and packaging. We are currently working collaboratively with specific teams and organisations across the UK to promote a better understanding of Islam. We organise for teams to pick up boxes of materials from the office, in order to facilitate them conveying the call of Islam in their local area.

ONLINE TRAINING

Between April 2017 and June 2017, along with the Dawah campaigns, we launched an iERA Show on Facebook, in the form of a weekly live training session in relation to Dawah. We live-streamed seven episodes and reached a total of 101,400 views. The most popular episode was 'Characteristics of the Caller' with 22,000 views (see <https://www.facebook.com/pg/iERAorg/videos/>):

- 'Why Give Dawah?' 12k views · 20 April 2017
- 'Characteristics of the Caller' 22k views · 27 April 2017
- 'How To Start A Dawah Conversation!' 15k views · 4 May 2017
- 'How To Practically Start A Dawah Conversation' 15k views · 11 May 2017
- 'Do We Need To Prove God Exists?' 10k views · 18 May 2017
- 'How The Cosmos Proves God!' 9.4k views · 25 May 2017
- 'Proving Revelation In The Month Of The Qur'an!' 18k views · 1 June 2017

TRAINING

On 10 September 2016, we traveled to America and delivered 'The Eternal Challenge Course: The Limits of Science and the Linguistic Miracles of the Quran' in three cities: Connecticut, Delaware, and Houston. The course was delivered by Fahad Tasleem, and was designed to discuss the miracles of the Quran and the clear reasons as to why the Quran has captivated the hearts of many around the world. Across the three locations, we had 48 registered attendees.

Between 7-9 October, we held an iERA Dawah Training Course in the Grand Mosque in the city of Leeds. With 26 registered attendees, the interactive workshop trained participants in how to engage in conversations about Islam with non-Muslims in a structured and logical way. We started the weekend with a talk from Salahuddin Patel on 'Reincarnation to Reformation: From Hinduism to Islam' on the Friday evening. On Saturday, we delivered the Dawah Training Course, followed by street Dawah and a comprehensive feedback session from the attendees on the experience of giving street Dawah.

Finally, on 25 November, we ran a mission in Ilford City Center, delivering a motivational lecture on Friday evening at the masjid Ansaar and a full Dawah training course on Saturday, followed by street Dawah.

FOR THE YEAR ENDED 30 JUNE 2017

TRUSTEES' REPORT

We conducted many Dawah training courses regularly across the UK and six continents as part of our instructor program.

UK AND IRELAND UNIVERSITY LECTURES AND DAWAH TRAINING

Throughout February and March 2017, we were honoured to be invited to speak about Islam, Evolution and Darwinism at Portsmouth, Kings, Salford, Birmingham, Oxford, and City Universities. The purpose of this talk was to explain to students what evolutionary theory is, what the philosophy of science teaches us about the epistemic weight of science's conclusions, and also what the Islamic position on these issues are. At City University, we also delivered the Dawah training course following a talk by Subboor Ahmad. A further two Dawah training courses were delivered by Salahuddin Patel at Hull and Hertfordshire Universities.

Hamza Andreas Tzortzis participated in the 'Why Islam?' FOSIS Tour of UK and Irish universities. He articulated why God deserves to be worshipped, and the rationale behind the claim that the Prophet Muhammad (peace be upon him) was the final Prophet.

SOCIAL MEDIA RESEARCH

We have a social media following of 2.5 million people around the globe, and this platform continues to grow: Facebook constitutes the largest part of this at 2 million, which was 92% of our total following as of June 2017.

Through these platforms we publish educational content in the form of:

- Training videos, webinars, and articles on how to convey Islam.
- Educational content on the importance of conveying Islam.
- Practical Dawah activities which augment people's learning about how to convey Islam.
- Updates on where our outreach specialists are travelling to for the Dawah training courses.

RESERVES POLICY

The trustees have set a reserves policy of £30,000.

FINANCIAL DELIVERABLES

We opened the financial year on 1 July 2016 with £131,092 and closed the year with £218,974. This is +67% versus last year.

Total donations this financial year: £979,154. £297,996 (30% of the annual total) of donations came during the month of Ramadan. 84% were one-off donations and 16% were recurring donations, at £251,021 and £46,974 respectively.

PRINCIPAL FUNDING SOURCE

The majority of funds are raised through the community. This is done through a range of activities, including community events, direct mail, emails, and social media. The trustees are satisfied that the fundraising objectives have been met, as highlighted in the achievements and performance section above.

ERRATUM

- In the Trustees' report 2015 to 2016, it was stated that the 'World Dawah Day' campaign was reported as part of the financial year. This is incorrect, and was a human error in events reporting. This error did not have any negative implications financially or operationally.
- The Trustees' report 2015 to 2016 also stated that the 10th Anniversary of the New Muslim retreat took place in the financial year. This was also incorrectly reported, and was also caused by human error. This error did not have any negative implications financially or operationally.

FOR THE YEAR ENDED 30 JUNE 2017

TRUSTEES' REPORT

RESPONSIBILITIES OF THE TRUSTEES

The trustees (who are also the directors of Islamic Education and Research Academy (IERA) for the purposes of company law) are responsible for preparing the Trustees Annual Report and 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 these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements 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 operation.

The trustees are responsible for keeping proper 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. The trustees 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.

INDEPENDENT EXAMINER

Amex Associates Limited has been re-appointed as independent examiner for the ensuing year.

The report was prepared in accordance with the special provisions within Part 15 of the Companies Act 2006.

This report was approved by the Board of Trustees on 28/03/2018



Mr S J Sattar
Trustee

INDEPENDENT EXAMINER'S STATEMENT

FOR THE YEAR ENDED 30 JUNE 2017

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF ISLAMIC EDUCATION & RESEARCH ACADEMY (IERA)

We report on the accounts of the company for the year ended 30 June 2017.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINER

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and we are qualified to undertake the examination by being a qualified member of Association of Chartered Certified Accountants (ACCA).

Having satisfied ourselves that the charity is not subject to an audit under the company law and is eligible for independent examination, it is our responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to our attention.

BASIS OF INDEPENDENT EXAMINERS STATEMENT

Our examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

INDEPENDENT EXAMINER'S STATEMENT

FOR THE YEAR ENDED 30 JUNE 2017

INDEPENDENT EXAMINERS STATEMENT

In connection with our examination, no matter has come to our attention:

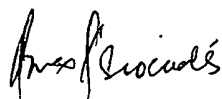
(1) which gives us reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 386 of the Companies Act 2006; and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

(2) to which, in our opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Date: 28/03/2018



Amex Associates Limited
Chartered Certified Accountants
& Registered Auditors
85B Headstone Road
Harrow
Middlesex
HA1 1PG

ISLAMIC EDUCATION & RESEARCH ACADEMY (IERA)

**Consolidated Statement of Financial Activities
for the year ended 30 June 2017**

| | Unrestricted funds | Restricted funds | 2017 Total | 2016 Total |
|---|-----------------------|---------------------|----------------|----------------|
| | £ | £ | £ | £ |
| Income | | | | |
| Income from generated funds | | | | |
| Donations and legacies | 969,478 | - | 969,478 | 678,318 |
| Income from charitable activities | 9,676 | - | 9,676 | 17,981 |
| Total Income and endowments | 979,154 | - | 979,154 | 696,299 |
| Expenses | | | | |
| Costs of generating funds | | | | |
| Expenditure on Raised funds | 223,913 | - | 223,913 | 100,511 |
| Expenditure on Charitable activities | 667,360 | - | 667,360 | 473,554 |
| Total Expenses | 891,273 | - | 891,273 | 574,065 |
| Net gains on investments | | | | |
| Net Income | 87,881 | - | 87,881 | 122,234 |
| Gains/(losses) on revaluation of fixed assests | | | | |
| Net movement in funds: | | | | |
| Net income for the year | 87,881 | - | 87,881 | 122,234 |
| Total funds brought forward | 131,092 | - | 131,092 | 8,857 |
| Net funds carried forward | 218,973 | - | 218,973 | 131,091 |

This statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities

ISLAMIC EDUCATION & RESEARCH ACADEMY (IERA)

BALANCE SHEET AT 30 JUNE 2017

| | Notes | 2017 £ | 2016 £ |
|---|-------|----------------|----------------|
| FIXED ASSETS | | | |
| Tangible assets | 2 | 6,284 | 8,925 |
| CURRENT ASSETS | | | |
| Debtors (amounts falling due within one year) | 3 | 1,360 | 10,578 |
| Cash at bank and in hand | | <u>270,523</u> | <u>183,801</u> |
| | | 271,883 | 194,379 |
| CREDITORS: Amounts falling due within one year | 4 | <u>59,193</u> | <u>72,213</u> |
| NET CURRENT ASSETS | | <u>212,690</u> | <u>122,166</u> |
| TOTAL ASSETS LESS CURRENT LIABILITIES | | <u>218,974</u> | <u>131,091</u> |
| CAPITAL AND RESERVES | | | |
| Unrestricted funds | 6 | | |
| General fund | | <u>218,974</u> | <u>131,091</u> |
| | | <u>218,974</u> | <u>131,091</u> |

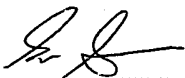
For the year ending 30 June 2017 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

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 Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the board of trustees on 28/03/2018
and signed on their behalf by



Mr S J Sattar
Trustee

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 30 JUNE 2017**

1. ACCOUNTING POLICIES

1a. Basis Of Accounting

The accounts have been prepared under the historical cost convention.

The accounts have been prepared in accordance with FRS102 - The Financial Reporting Standard applicable in the UK and Republic of Ireland and the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

1b. Incoming Resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

1c. Resources Expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

1d. Allocation And Apportionment Of Costs

All costs relate to the single activity of the charitable company and are recognised accordingly.

1e. Depreciation

Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives.

| | |
|-----------------------|-------------------|
| Fixtures and Fittings | straight line 20% |
| Equipment | straight line 20% |

2. TANGIBLE FIXED ASSETS

| | Fixtures and Fittings £ | Equipment £ | Total £ |
|-------------------------|----------------------------------|----------------|---------------|
| Cost | | | |
| At 1 July 2016 | 5,556 | 17,121 | 22,677 |
| Additions | 120 | 616 | 736 |
| At 30 June 2017 | <u>5,676</u> | <u>17,737</u> | <u>23,413</u> |
| Depreciation | | | |
| At 1 July 2016 | 5,178 | 8,574 | 13,752 |
| For the year | 225 | 3,152 | 3,377 |
| At 30 June 2017 | <u>5,403</u> | <u>11,726</u> | <u>17,129</u> |
| Net Book Amounts | | | |
| At 30 June 2017 | <u>273</u> | <u>6,011</u> | <u>6,284</u> |
| At 30 June 2016 | <u>378</u> | <u>8,547</u> | <u>8,925</u> |

ISLAMIC EDUCATION & RESEARCH ACADEMY (IERA)

3. DEBTORS

| | 2017 | 2016 |
|--------------------------------------|--------------|---------------|
| | £ | £ |
| Amounts falling due within one year: | | |
| Other debtors | 1,360 | 10,578 |
| | <u>1,360</u> | <u>10,578</u> |

4. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

| | 2017 | 2016 |
|------------------------------|---------------|---------------|
| | £ | £ |
| Bank loans and overdrafts | - | 3,408 |
| Trade creditors | 20,656 | 34,117 |
| Taxation and social security | 36,137 | 31,219 |
| Other creditors | 2,400 | 3,469 |
| | <u>59,193</u> | <u>72,213</u> |

5. LIMITED BY GUARANTEE

The company is limited by guarantee and does not have a share capital. Each member gives a guarantee to contribute a sum not exceeding £10, to the company should it be wound up. At 30 June 2017 there were 4 members.

6. UNRESTRICTED FUNDS

| | Brought forward | Incoming resources | Outgoing resources | Transfers | Carried forward |
|--------------|------------------------|---------------------------|---------------------------|------------------|------------------------|
| | £ | £ | £ | £ | £ |
| General fund | 131,092 | 979,154 | (891,272) | - | 218,974 |
| | <u>131,092</u> | <u>979,154</u> | <u>(891,272)</u> | <u>-</u> | <u>218,974</u> |

7. RELATED PARTY TRANSACTIONS

Mr A Green, a trustee of the charity is also the director of Green's Secrets Limited which provided consultancy services to the charity. Total cost of these services including travel reimbursements during the year ended 30 June 2017 amounted to £23,893 (2016 - £8,641). The outstanding balance as at 30 June 2017 was £Nil (2016 - £1,725). All the transaction were undertaken at arm's length.

Mr S Sattar, a trustee of the charity is also the director of Fresh Date Limited which provided consultancy services to the charity. Total cost of these services during the year ended 30 June 2017 amounted to £22,650 (2016 - £Nil). There was no outstanding balance as at 30 June 2017 (2016: £Nil). All transactions were undertaken at arm's length.

The board is satisfied that the services provided by the trustees were exclusive to their personalities. Furthermore, they represented extraordinary value to the charity's cause, not available through any other means. Due to the trustees' stature and public following, these services were vital in the charity's fundraising activities without which it would not have been possible to generate incoming resources to the extent that it has managed during the year.

No other transactions with related parties were undertaken such as are required to be disclosed under Financial Reporting Standard (FRS102).

8. EMPLOYEE COSTS

| | 2017 | 2016 |
|---|----------------|---------------|
| | £ | £ |
| Wages and salaries - charged to direct charitable costs | 83,867 | 54,834 |
| Wages and salaries - other | 39,073 | 34,519 |
| | <u>122,940</u> | <u>89,353</u> |

No employee received remuneration of more than £60,000 during the year (2016 - Nil).

9. TRUSTEES' REMUNERATION

None of the trustees were paid remuneration for acting in their capacity as trustees during the year ended 30 June 2017 (2016 - Nil).

ISLAMIC EDUCATION & RESEARCH ACADEMY (IERA)

**Incoming Resources
for the year ended 30 June 2017**

| | 2017 | 2016 |
|--|-----------------------|-----------------------|
| | £ | £ |
| Incoming resources | | |
| Incoming resources from generated funds | | |
| Donations | | |
| Voluntary Income | <u>969,478</u> | <u>678,318</u> |
| | 969,478 | 678,318 |
| | <u><u>969,478</u></u> | <u><u>678,318</u></u> |
| Charitable Activities | | |
| Ticket sales | 5,603 | 12,160 |
| Other charitable activities | <u>4,073</u> | <u>5,821</u> |
| | 9,676 | 17,981 |
| | <u><u>9,676</u></u> | <u><u>17,981</u></u> |
| | <u><u>979,154</u></u> | <u><u>696,299</u></u> |

This page does not form part of the Company's Statutory Accounts and is prepared for the information of the Directors only.

ISLAMIC EDUCATION & RESEARCH ACADEMY (IERA)

Expenses
for the year ended 30 June 2017

| | 2017 | 2016 |
|--|----------------|----------------|
| | £ | £ |
| Expenses | | |
| Costs of generating funds | | |
| Costs Of Generating Voluntary Income | | |
| Marketing, design and advertising costs | 81,194 | 69,745 |
| Events and fundraising costs | 142,719 | 30,766 |
| | <u>223,913</u> | <u>100,511</u> |
| | <u>223,913</u> | <u>100,511</u> |
| Charitable Activities | | |
| Direct charitable activity - Outreach Materials & Distribution costs | 100,544 | 46,591 |
| Direct charitable activity - Education & Training costs | 338,616 | 126,035 |
| Direct charitable activity - New Muslims Support costs | 22,124 | 71,653 |
| Direct charitable activity - Community Development Work costs | 6,480 | 30,784 |
| Rent and rates | 6,746 | 5,636 |
| Repairs and renewals | 236 | 223 |
| Wages and salaries | 39,073 | 34,518 |
| Staff training | 3,825 | 880 |
| Equipment rental | - | 109 |
| Travel, subsistence and motor expenses | 11,170 | 8,405 |
| Accountancy fees | 2,400 | 2,401 |
| Other professional and financial costs | 127,877 | 124,309 |
| Insurance | - | 781 |
| IT and media costs | 1,873 | 14,254 |
| Printing, postage and stationery | 1,174 | 2,109 |
| Telephone | 988 | 1,124 |
| Sundry expenses | 857 | 117 |
| Depreciation of fixtures and fittings | 225 | 201 |
| Depreciation of equipment | 3,152 | 3,424 |
| | <u>667,360</u> | <u>473,554</u> |
| | <u>891,273</u> | <u>574,065</u> |

This page does not form part of the Company's Statutory Accounts and is prepared for the information of the Directors only.