

Company number 09941846 (England and Wales)
Registered charity number 1172596

**REPORT OF THE TRUSTEES AND FINANCIAL STATEMENTS
FOR THE PERIOD FROM 1 FEBRUARY 2018 – 31 JANUARY 2019
FOR
EMPATHY MUSEUM**

TUESDAY



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COMPANIES HOUSE

Empathy Museum
Report of the Trustees

Period from 1 February 2018 to 31 January 2019

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Empathy Museum

Report of the Trustees

Period from 1 February 2018 to 31 January 2019

The Trustees who are also directors of the charitable company for the purposes of the Companies Act 2006, present their report with the Financial Statements of the charitable company for the year ended 31 January 2019. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in March 2005.

Reference and Administrative Details

Registered name

Empathy Museum

Company number

09941846 (England and Wales)

Registered Charity number

1172596

Registered office

Studio D218, Parkhall Business Centre, London, SE21 8EN

Trustees/Directors as at time of signing

Lorraine Gamman

Judith Knight

Roman Krznaric

Eric Loneragan

Kitty Ross (Chair)

Bankers

Barclays

Leicester

LE87 2BB

Independent Examiner

Waqas Hussain ACCA

Empathy Museum

Report of the Trustees

Period from 1 February 2018 to 31 January 2019

The Board of Trustees presents its report and financial statements for the period from 1 February 2018 to 31 January 2019 and reports on developments since that date and future plans for the charitable company.

Structure, Governance and Management

Governing Document

The organisation is a charitable company limited by guarantee, incorporated on 8 January 2016 and registered as a charity on 18 April 2017. The company was established under a Memorandum of Association which established the objects and powers of the company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £10.

Recruitment and Appointment of New Trustees

The number of Trustees is limited to a minimum of three; there is no maximum. Trustees are elected by members of the charitable company. All Trustees are directors of the charitable company. None of the directors have any beneficial interest in the charitable company. On appointment, Trustees are given a copy of the governing document, with their responsibilities and duties as a Trustee explained to them.

Organisational Structure

The Trustees are responsible for all legal decisions and administer all aspects of compliance and governance. An Artistic Director, who is not a company officer, has been appointed and delegated quotidian administrative powers to manage specific projects and propose artistic strategy and budgets. The Artistic Director reports to the Trustees, who have ultimate authority in decision-making and final budgetary control.

Risk Management

The major risks to which the charitable company is exposed have been identified and reviewed, and systems or procedures have been established to manage those risks.

Reserves Policy

The Trustees monitor their creditors each year to ensure that they have sufficient reserves to meet their ongoing liabilities.

Post Balance Sheet Events

There were no significant post balance sheet events.

Empathy Museum

Report of the Trustees

Period from 1 February 2018 to 31 January 2019

Objects and Activities

The objects of the charitable company are:

For the benefit of the public the promotion of moral or spiritual welfare or improvement of the community and the advancement of the arts by creating artworks that focus on the theme of empathy using a variety of forms including (but not limited to) theatre performance arts and interactive exhibitions.

For the purposes of this clause the term "empathy" means the capacity to understand the feelings and perspectives of other people.

Basis and Values

Empathy Museum creates high quality experiential artworks that focus on the theme of empathy. These are free to access, tour nationally and internationally, and are created in collaboration with artists, cultural partners and community participants. The forms of art include theatre, performance art and interactive exhibitions. Empathy Museum also creates other artistic outputs from time to time.

The Trustees have regard to the Charity Commission's published guidance in relation to public benefit when setting, reviewing and assessing their aims for the charitable company.

Empathy Museum

Report of the Trustees

Period from 1 February 2018 to 31 January 2019

Programme

During 2018 – 2019 Empathy Museum's work covered the following areas:

We presented our existing piece **A Mile in My Shoes** in a number of UK locations and collected **new stories**.

We launched the **A Mile in My Shoes** podcast, and consolidated our listenership.

We continued our **partnership with The Health Foundation**, touring a health-specific iteration of **A Mile in My Shoes**.

A Mile in My Shoes

Objectives

- To consolidate past successes of this excellent, accessible artwork and reach new audiences.
- To foster empathy by embodying the following quote by poet Mary T. Lathrap, 'you cannot understand a man until you have walked a mile in his shoes'.

Achievements

- **A Mile in My Shoes** is a shoe shop where visitors are invited to walk a mile in someone else's shoes - literally. Housed in a giant shoebox, this exhibit holds a diverse collection of shoes and audio stories that explore our shared humanity. From a Syrian refugee to a sex worker, a war veteran to a neurosurgeon, visitors are invited to walk a mile in the shoes of a stranger whilst listening to their story. The stories cover different aspects of life, from loss and grief to hope and love and take the visitor on an empathetic as well as a physical journey.
- **A Mile in My Shoes** was presented at the Migration Museum (2 – 20 February); Coventry Empty Shop festival (23- 24 March); in the centre of Worcester (24 May – 3 June); London City Hall (30 June); the Freud Museum in North London (17 – 24 July); Lakes Alive festival in Kendall (6 – 9 September); the Attenborough Arts Centre in Brighton (14 – 23 September); National Theatre of Scotland's Futureproof festival in Moray, Scotland (29 September – 7 October) and the Future of Storytelling festival in New York (2 – 5 October).
- 46 new stories and shoes were collected; 3 in Coventry, 20 in Worcester, 3 in Kendall and 20 in Moray and Elgin.
- Our positive partnership with experienced producing organisation Arts Admin enabled projects to be delivered smoothly, and increased Empathy Museum's capacity.

Podcast

Objectives

- To increase the reach of **A Mile in My Shoes** beyond the period during which we have a physical installation somewhere
- To increase our international audience

Empathy Museum

Report of the Trustees

Period from 1 February 2018 to 31 January 2019

- To utilise the popular podcast medium to reach new and different audiences

Achievements

- We secured funding from The Space to work with experienced audio producers Loftus Media. Loftus created a 'top' and 'tail' for each story to ensure consistent branding.
- We released the **A Mile in My Shoes** podcast on the acclaimed Acast platform, accruing further respectability to the project. We will release a story a week for 52 weeks.
- To ensure that the project is accessible to people who are Deaf/ deaf/ deafened and/ or hard of hearing, we created subtitled versions of the stories on YouTube.
- The **A Mile in My Shoes** podcast was featured favourably in The Observer, the BBC Radio 4 podcast review programme and Clare Balding's Ramblings.
- In the period from its launch to 31 January 2019, the podcast received 22,569 listens, across 84 countries, and gained 131 subscribers.

Partnership with The Health Foundation

Objective

- To share the stories we have collected, which reflect the diversity of healthcare workers and beneficiaries in the UK.
- To engage with an audience who might be unlikely to encounter A Mile in My Shoes at arts festivals.

Achievements

- Having collected 35 stories highlighting the experiences of people working in a range of roles in health and social care across the UK, we showcased these stories at health industry events in Glasgow and Manchester.
- We continued to use a pop-up version of the A Mile in My Shoes shoe shop, which offers an alternative to transporting the shipping container which usually houses the project.
- We will continue to tour the A Mile in My Shoes Health and Social Care iteration throughout 2019.

Empathy Museum

Report of the Trustees

Period from 1 February 2018 to 31 January 2019

Financial Review

Total income for the year was £210,904 and total expenditure was £196,419.

The Board of Trustees is satisfied with the surplus for the year. These resources will be used in future to further the aims and objects of the Charity.

Public Benefit

The Trustees are satisfied that **A Mile in My Shoes**, the **A Mile in My Shoes podcast** and the partnership with **The Health Foundation** engaged a diverse range of people with ideas around empathy, in innovative and enjoyable ways. In doing so, the Trustees feel that the objectives of the promotion of moral or spiritual welfare or improvement of the community and the advancement of the arts were achieved by the activities carried out in the year, and that the activities delivered public benefit.

Plans for the Future

We have three key aims for the year ahead:

- Consolidate our UK base and extend our reach beyond London
- Identify and give visibility to those voices that are rarely heard within the mainstream, e.g. those of refugees and migrants
- Build on the success of our digital offer, thereby allowing a wider audience to access our work

Empathy Museum
Report of the Trustees

Period from 1 February 2018 to 31 January 2019

Statement of Trustees' Responsibilities

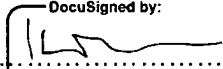
The Trustees are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the Trustees (as directors of Empathy Museum) 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 surplus or deficit of the charitable company for that year. In preparing those Financial Statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- 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.

On behalf of the Board

DocuSigned by:


K Ross - Chair/ Trustee

Date: 10/23/2019

Empathy Museum
Report of the Trustees

Period from 1 February 2018 to 31 January 2019

Empathy Museum
Statement of Financial Activities
(Including Income and Expenditure Account)

	Notes	Unrestricted Funds 2019 £	Restricted Funds 2019 £	Total Funds 2019 £	Total Funds 2018 £
Incoming Resources					
Incoming Resources from generated funds:					
Voluntary Income	2	210,396	-	210,396	109,555
Incoming Resources from charitable activities:					
Investment Income	8	-	500	500	24,934
		8	-	8	6
Total Incoming Resources		210,404	500	210,904	134,495
Resources expended					
Charitable Activities	3	174,398	19,351	193,749	101,137
Governance Costs	6	2,670	-	2,670	1,260
Total resources expended		177,068	19,351	196,419	102,397
Net income for the year		33,336	-18,851	14,485	32,098
Net movement in funds		33,336	-18,851	14,485	32,098
Total funds brought forward		18,497	18,851	37,348	5,250
Total funds carried forward		51,833	-	51,833	37,348

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006. All activities are classed as continuing. There are no recognised gains or losses other than those reported on the Statement of Financial Activities.

Empathy Museum
Report of the Trustees

Period from 1 February 2018 to 31 January 2019

Balance Sheet at 31 January 2019

	Notes	2019 £	2018 £
Fixed assets			
Tangible Assets		121	-
Current Assets:			
Debtors	5	39,430	15,109
Cash at bank and in hand		27,283	23,499
Creditors: Amounts falling due within one year	6	-13,568	-1,260
Current Liabilities		-1,433	-
Net Current Assets		51,712	37,348
NET ASSETS		51,833	37,348
FUNDS			
Restricted Funds	8	-	18,497
Unrestricted Funds	8	51,833	18,851
TOTAL FUNDS		51,833	37,348

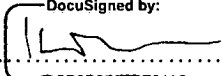
For the period from 1 February 2018 to 31 January 2019, the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476.

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.

The financial statements were approved by the directors of Empathy Museum and were signed by:

DocuSigned by:

 K Ross - Chair/Trustee

Empathy Museum

Report of the Trustees

Period from 1 February 2018 to 31 January 2019

1) Accounting Policies

1.1 Basis of preparation

The financial statements are prepared under the historical cost convention and in accordance with the FRS 102 Section 1A Small Entities the Financial Reporting Standard applicable in the UK and Republic of Ireland and the Companies Act 2006. The accounts have been drawn up in accordance with the provisions of the Charities (Accounts and Reports) Regulations 2008 and the Companies Acts, and includes the results of the charity's operations which are described in the Trustees' Report, all of which are continuing.

1.2 Incoming resources

Donations, grants and other forms of voluntary income are recognised as incoming resources when receivable, except insofar as they are incapable of financial measurement.

Investment income is accounted for on a receivable basis.

1.3 Resources expended

Resources expended are included in the Statement of Financial Activities on an accruals basis, with irrecoverable Value Added Tax included with the item of expenditure to which it relates.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include independent examination fees and costs linked to the strategic management of the charity.

1.4 Tangible fixed assets and depreciation

Fixed assets are capitalised only when their cost is greater than £500. No items have yet been capitalised.

1.5 Fund accounting

Unrestricted funds are funds which can be used in accordance with the charitable objects at the discretion of the Trustees. Restricted funds are to be used for particular restricted purposes within the objectives of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Empathy Museum
Report of the Trustees
 Period from 1 February 2018 to 31 January 2019

2) Total incoming resources

	Unrestricted Funds £	Restricted Funds £	2019 Total £
Incoming Resources			
Incoming Resources from generated funds:			
Voluntary Income			
Incoming Resources from charitable activities:			
Primary Purpose Activity	210,396	-	210,396
Trusts and Foundations	-	500	500
Total Incoming Resources from Charitable Activities	210,396	500	210,896
Investment Income	8	-	8
Total Incoming Resources	210,404	500	210,904

3) Total resources expended

	Staff Costs £	Other Costs £	Total 2019 £
Cost of Charitable Activities	80,504	113,245	193,749
Governance Costs	-	2,670	2,670
Total Resources Expended	80,504	115,915	196,419

All staff costs relate to consultancy fees paid to contractors with no persons directly employed by the company.

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Period from 1 February 2018 to 31 January 2019

4) Trustees' and Members' Remuneration and Benefits

No remuneration was paid to any trustee during the year nor were any expenses reimbursed. In terms of the members of the company, Ms C Patey was paid £37,043 for fees as Artistic Director in the year.

5) Debtors

	2019
	£
Other debtors	39,930
	<hr/>
	39,930
	<hr/> <hr/>

6) Creditors: amounts falling due within one year

	2019
	£
Creditors	13,568
	<hr/>
	13,568
	<hr/> <hr/>

Empathy Museum
Report of the Trustees

Period from 1 February 2018 to 31 January 2019

8) Funds

	Balance at 1 February 2018	Incoming resources	Resources expended	Balance at 31 January 2019
	£	£	£	£
Unrestricted Funds	18,497	210,404	177,068	51,833
	<hr/>	<hr/>	<hr/>	<hr/>
Restricted funds				-
Grants for the Arts: A Mile in My Shoes	8,910	-	8,910	-
The Space CIC	9,941	500	10,441	
	<hr/>	<hr/>	<hr/>	<hr/>
	18,851	500	19,351	-
	<hr/>	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	37,348	210,904	196,419	51,833
	<hr/>	<hr/>	<hr/>	<hr/>

NAME, NATURE AND PURPOSES OF RESTRICTED FUNDS

Arts Council England

Funds provided to develop A Mile in My Shoes: Migration

The Space CIC

Funds provided to develop A Mile in My Shoes podcast

9) Persons with significant control

The Directors consider Mr R Krznaric and Ms C Patey to be persons with significant control.

10) Commitments and Contingent Liabilities

There were no commitments or Contingent Liabilities at the year end.

11) Related party transactions

Trustees and persons with significant control received the following from the company in arms length transactions on normal commercial terms:

Ms C Patey received £37043 for fees as Artistic Director in the year.

**Empathy Museum
Report of the Trustees**

Period from 1 February 2018 to 31 January 2019

Independent Examiners' Report

**Report of the Independent Examiner to the Directors of the Empathy Museum
For the period from 1 February 2018 to 31 January 2019**

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 in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

The charity's trustees consider that an audit is not required for this year under Part 16 of the 2006 Act and that an independent examination is needed.

It is my responsibility to:

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

Basis of independent examiner's report

My 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 the 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

In connection with my examination, no material matters have come to my attention which gives me cause to believe that in, any material respect:
accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
the accounts do not accord with such records; or
the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 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 (FRS102).

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.

Waqas Hussain ACCA (Independent examiner)
10 Knebworth Avenue, Walthamstow, London, E17 5AJ
Date: 21/10/2019

Signed:



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