



ANGUS WOMENS AID
(Company limited by guarantee not having a share capital)

REPORT AND FINANCIAL STATEMENTS

for the year to 31 March 2008

CHARITY NO: SC 013604

COMPANY NO: SC272882

WEDNESDAY



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COMPANIES HOUSE		

ANGUS WOMENS AID
(Company limited by guarantee not having a share capital)

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ANGUS WOMENS AID
(Company limited by guarantee not having a share capital)

LEGAL AND ADMINISTRATIVE INFORMATION

The Trustees, who are also directors of the charity for the purposes of the Companies Act, submit their annual report and the audited financial statements for the year ended 31 March 2008. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in March 2005 in preparing the annual report and financial statements of the charity.

TRUSTEES

G Middleton
A Duncan
Elisabeth Hill, OBE
G Johnman
A Patterson
P Sinclair
A Allen
A Brown

MANAGER

Carole McFadden

SECRETARY

N Riach

PRINCIPAL OFFICE

15 James Street
Arbroath
Angus
DD11 1JP

AUDITORS

Findlay & Company
Chartered Accountants
Registered Auditors
Peasihill Road
Arbroath
DD11 2NJ

BANKERS

Bank of Scotland
Brothock Bridge
Arbroath
DD11 1NH

COMPANY NUMBER: SC272882

CHARITY NUMBER: SC 013604

REPORT OF THE TRUSTEES

for the year ended 31 March 2008

Legal and Administrative Information

Angus Women's Aid is a company limited by guarantee having no share capital and is governed by a Memorandum and Articles of Association. The company is registered as a charity in Scotland. The list of Trustees is shown on page 2. The Trustees, who meet every month, administer the group. The manager, Carole McFadden, was appointed by the Trustees to manage the day to day operations of the company. The Trustees are elected at the annual general meeting, 1/3 of Trustees are required to retire by rotation at the AGM but are eligible for re-election.

Investment Powers

The Trustees shall have the power on behalf of the organisation to retain, accept, purchase, sell, lease, hold and invest any property, heritable and moveable, real and personal of whatever kind and wherever sited.

Structure, governance and management

The governing document is detailed above.

The skills and interests of the Trustees are periodically reviewed against the core business of the organisation in order to identify areas where individuals with more appropriate experience might be required to assist the company in carrying out its main functions. The Trustees then invite applications from individuals with the relevant skills. Personal representation and informal references are requested.

Most new Trustees are already familiar with the work of the organisation. A more structured induction process is currently being planned.

The charity has addressed some of the risks to which it is exposed but has no formal risk assessment in place, however this is an area that the charity plans to address in the near future.

The manager appointed by the Trustees after open recruitment and selected against an extensive list of essential and desirable attributes, is responsible for the day to day operations of the company.

Objectives and activities

The principal activities of the company in the period under review are:

- To provide temporary refuge for women and children where the women have suffered abuse (mental, physical or sexual) in their home within a relationship with a man.
- To offer support, information and help to any women and accompanying children who ask for help, whether or not they are refuge residents. Also to offer support and aftercare to any women and children who have left temporary refuge accommodation.

REPORT OF THE TRUSTEES (continued)

for the year ended 31 March 2008

Objectives and activities (continued)

- To promote equal opportunities for, and participation of, women in society to enable them to determine their own future.
- To provide opportunities for the educational and emotional needs of the children to be met, particularly those resident in refuge.
- To encourage statutory authorities and other agencies to recognise their obligations, legal and otherwise, towards abused women and any accompanying children with respect to the abuse of women and its prevention.
- To encourage research into the causes, the prevention and relief of such suffering and abuse of women.

Achievements and performance

The results for the period are set out in the attached accounts.

Financial Review

Reserves Policy

It is the policy of the charity to maintain unrestricted funds which are the free reserves of the charity at a level which equates to approximately 3 months unrestricted expenditure. This provides sufficient funds to cover management and administration and support costs. Currently the charity holds in excess of this.

Principal Funding Sources

The principal sources of funding for the organisation in 2007-2008 were Angus Council (Supporting People), Angus Council Social Work Department (Young People), Scottish Government (Children and Young Persons) and Scottish Executive (Violence Against Women).

Future Plans

Negotiations are presently underway with a view to entering into a partnership agreement with the Dundee Women's Rape and Sexual Abuse Centre (WRASAC) in order to ensure appropriate management and support to the worker to be engaged as a result of our successful application to the Sexual Abuse Service Development Fund (SASDF). As a direct result of the work generated by the highly successful outreach work undertaken over the last eighteen months, the feasibility of acquiring dispersed refuge accommodation in different parts of Angus will be explored.

The charity is greatly indebted to the volunteers who assisted during the year. There were a total of 200 volunteer hours provided during the year which when conservatively valued at £6 an hour amounts to £1,200.

REPORT OF THE TRUSTEES (continued)

for the year ended 31 March 2008

Trustees Responsibilities

The trustees are responsible for preparing the annual report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (UK GAAP).

Company law requires the trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity, and of the surplus or deficit of the charity for that period. In preparing these accounts, 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 accounts on a going concern basis unless it is inappropriate to presume that the charity 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 company and to enable them to ensure that the accounts comply with the Companies Act 1985, the Charities and Trustee Investment (Scotland) Act 2005 and Regulation 8 of the Charities Accounts (Scotland) Regulations 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the preparation and detection of fraud and other irregularities.

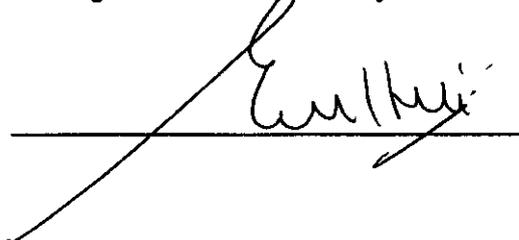
Auditors

In so far as the trustees are aware:

- There is no relevant audit information (information needed by the company's auditors in connection with preparing their report) of which the company's auditors are unaware; and
- The trustees have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

The auditors, Findlay & Company, Chartered Accountants, have expressed their willingness to continue in office and a resolution for them to be re-appointed will be proposed at the forthcoming Annual General Meeting.

Approved by the Trustees on 29/01/09
and signed on their behalf by:-



ELISABETH HILL, Trustee

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF ANGUS WOMENS AID

for the year ended 31 March 2008

We have audited the financial statements of Angus Womens Aid for the year ended 31 March 2008 which comprise Statement of Financial Activities, the Balance sheet, and the related notes on pages 10 to 17. These financial statements have been prepared in accordance with the Financial Reporting Standard for Smaller Entities (effective January 2007) under the historical cost convention and the accounting policies set out therein.

This report is made solely to the charity's members, as a body, in accordance with Section 235 of the Companies Act 1985 and to the charity's trustees, as a body, in accordance with section 44(1)(C) of the Charities and Trustee Investment (Scotland) Act 2005 and Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so we might state to the members and the charity's trustees those matters we are required to state to them in an auditors report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity, the charity's members as a body and the trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Respective Responsibilities Of Trustees And Auditors

The Trustees' (who are directors of the charity for the purposes of company law) responsibilities 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) and are set out in the Statement of Trustees' Responsibilities.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Act 1985, the Charities and Trustee Investment (Scotland) Act 2005 and Regulation 8 of the Charities Accounts (Scotland) Regulations 2006. We also report to you if, in our opinion, the Trustees' Report is not consistent with the financial statements, if the company has not kept proper accounting records, or if information specified by law regarding trustees remuneration and transactions with the charity is not disclosed, or if we have not received all the information and explanations we require for our audit.

We are not required to consider whether any statement in the Trustee's Annual Report concerning the major risks to which the charity is exposed covers all existing risks and controls, or to form an opinion on the effectiveness of the charity's risk management and control procedures.

We read the Report of the Trustees and considered whether it is consistent with the audited financial statements. If we became aware of any apparent misstatements within the financial statements, we considered the implications for our report. Our responsibilities in this respect do not extend to a consideration of any other information.

Basis Of Audit Opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the trustees in the preparation of the financial statements, and of whether the accounting policies are appropriate to the company's circumstances, consistently applied and adequately disclosed.

ANGUS WOMENS AID
(Company limited by guarantee not having a share capital)

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF ANGUS WOMENS AID (continued)

for the year ended 31 March 2008

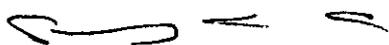
We planned our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

Opinion

In our opinion the financial statements:

- give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice Applicable to Smaller Entities, of the state of the charity's affairs as at 31 March 2008 and of its incoming resources and application of resource, including its income and expenditure for the year then ended; and
- have been properly prepared in accordance with the Companies Act 1985, the Charities and Trustee Investment (Scotland) Act 2005 and Regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

The information given in the Trustees' report is consistent with the financial statements for the year ended 31 March 2008.

 29/01/09

FINDLAY & COMPANY
CHARTERED ACCOUNTANTS
REGISTERED AUDITORS
PEASIEHILL ROAD
ARBROATH
DD11 2NJ

29/01/09

STATEMENT OF FINANCIAL ACTIVITIES (incorporating the statement of income and expenditure)

for the year ended 31 March 2008

	<u>Notes</u>	<u>Unrestricted funds</u> £	<u>Restricted funds</u> £	<u>2008 Total funds</u> £	<u>2007 Total funds</u> £
Incoming resources					
Incoming Resources from generated funds:					
<i>Voluntary income:</i>					
Donations	3	2,098	2,500	4,598	2,754
<i>Activities for generating funds:</i>					
Investment income and interest		1,108	-	1,108	848
<i>Incoming resources from charitable activities:</i>					
Grants	3	63,878	183,962	247,840	215,009
Housing benefit and service user contributions		80,847	-	80,847	28,388
Total incoming resources		<u>147,931</u>	<u>186,462</u>	<u>334,393</u>	<u>246,999</u>
 Resources Expended					
Charitable activities	4	123,288	157,849	281,137	226,148
Governance costs	4	6,844	4,397	11,241	14,578
Total resources expended		<u>130,132</u>	<u>162,246</u>	<u>292,378</u>	<u>240,726</u>
Net incoming/outgoing resources before transfers and net income/expenditure for the year	2	17,799	24,216	42,015	6,273
Transfers		(5,110)	5,110	-	-
Net Movement in funds		<u>12,689</u>	<u>29,326</u>	<u>42,015</u>	<u>6,273</u>
Reconciliation of funds					
Funds brought forward		37,482	11,675	49,157	42,884
At 31 March 2008		<u>£ 50,171</u>	<u>£ 41,001</u>	<u>£ 91,172</u>	<u>£ 49,157</u>

ANGUS WOMENS AID
 (Company limited by guarantee not having a share capital)

BALANCE SHEET

as at 31 March 2008

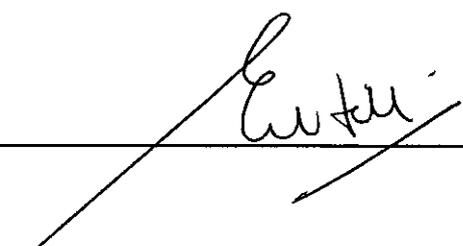
	<u>Note</u>	<u>2008</u> £	<u>2007</u> £
Fixed Assets	5	536	2,879
Current Assets			
Debtors & Prepayments	6	6,100	2,575
Bank and Cash		93,850	52,547
		99,950	55,122
Creditors: Amounts falling due within one year	7	9,314	8,844
Net Current Assets		90,636	46,278
Net Assets		£ 91,172	£ 49,157

Represented by:

Unrestricted Funds	8	50,171	37,482
Restricted Funds	9	41,001	11,675
		£ 91,172	£ 49,157

These accounts are prepared in accordance with the special provisions of part VII of the Companies Act 1985 relating to small companies and in accordance with the Financial Reporting Standard for Smaller Entities (effective January 2007).

Approved by the Trustees on 29/01/09
 and signed on their behalf by:-


 _____ ELISABETH HILL, Trustee

NOTES TO THE ACCOUNTS

for the year ended 31 March 2008

1. ACCOUNTING POLICIES

(a) Status of the company

Angus Womens Aid is a company limited by guarantee of its members and does not have share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

(b) Basis of accounting

The accounts have been prepared using the historical cost basis of accounting and in accordance with applicable accounting standards. The accounts are set out so as to comply with the Statement of Recommended Practice for charity accounts approved by the Accounting Standards Board in March 2005, Financial Reporting Standard for Smaller Entities (effective January 2007), the Companies Act 1985, the Charities and Trustees Investment (Scotland) Act 2005 and Regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

(c) Income

All incoming resources are recognised once the charity has entitlement to the resources, it is certain that the resources will be received and the monetary value of incoming resources can be measured with sufficient reliability. The following specific policies are applied to particular categories of income:

Grants, including grants for the purchase of fixed assets are recognised in full in the statement of financial activities in the year in which they are receivable.

Incoming resources from grants, where related to service delivery are accounted for when the charity earns the right to consideration by its performance.

Investment income is accounted for when receivable.

Voluntary income is received by way of donations and is included in full in the Statement of Financial Activities when receivable.

Donated facilities and services are included at the value to the charity where this can be quantified.

The value of services by volunteers has not been included in these accounts.

(d) Funds

With the adoption of the Statement of Recommended Practice all income and expenditure is dealt with through the statement of financial activities (incorporating the statement of income and expenditure account). Funds are now classified as either restricted funds or unrestricted funds, defined as follows:

Restricted funds are funds subject to specific purposes, which may be declared by the donors or with their authority (e.g by restrictive wording or an appeal).

NOTES TO THE ACCOUNTS (continued)

for the year ended 31 March 2008

1. ACCOUNTING POLICIES (continued)

Unrestricted funds are expendable at the discretion of the board in furtherance of the objects of Angus Womens Aid expenditure. These funds are mainly given by statutory authorities.

Fund transfers are made where applicable when fund balances are in deficit.

(e) Fixed assets

Assets are stated at cost in the balance sheet.

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost less estimated residual value of each asset evenly over its expected useful life as follows. Items of equipment are capitalised where the purchase price exceeds £500.

Computer Equipment	33 1/3 % Straight Line Method
Fixtures & Fittings	25% Reducing Balance Method

(f) Resources expended

Resources expended are included in the Statement of Financial Activities on an accruals basis inclusive of any VAT which cannot be recovered. Certain expenditure is directly attributable to specific activities and has been included in those cost categories. Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services. It includes both direct costs and those of an indirect nature necessary to support them.

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

Certain costs, which are attributable to more than one activity are apportioned across cost categories on an appropriate basis as set out in note 4.

(g) Pensions

The company makes contributions to a pension scheme for certain employees. The pension scheme is a defined contribution scheme and the assets of the scheme are managed independently from those of the company. The charge in the profit and loss account refers to the pension contributions due from the company during the year.

2. SURPLUS

	<u>2008</u>	<u>2007</u>
	£	£
The surplus for the year/period is stated after charging:		
Auditors' remuneration	2,118	1,703
Depreciation of tangible assets	2,343	2,584
	=====	=====

ANGUS WOMENS AID
 (Company limited by guarantee not having a share capital)

NOTES TO THE ACCOUNTS (continued)

for the year ended 31 March 2008

3. GRANTS

	<u>2008</u>	<u>2007</u>
	£	£
Angus Childcare Partnership	-	1,000
Angus Council	13,506	13,113
DASDF	-	-
Caring for Kids	-	500
Angus Council - Service Provision	62,870	62,870
Housing Information Grant	-	14,589
Scottish Government - Children & Young Persons 1	73,300	71,167
Scottish Government - Children & Young Persons 2	-	5,000
Scottish Government - Violence Against Women	48,081	46,770
Scottish Executive - SASDF	40,000	-
Scottish Community Foundation	3,375	-
TDATC - training grant	700	-
Nationwide Foundation	5,000	-
University of Dundee	1,008	-
	<u>£ 247,840</u>	<u>£ 215,009</u>
	=====	=====
 Donations	 4,598	 2,754
	<u>£ 4,598</u>	<u>£ 2,754</u>
	=====	=====

ANGUS WOMENS AID
(Company limited by guarantee not having a share capital)

NOTES TO THE ACCOUNTS (continued)

for the year ended 31 March 2008

4. RESOURCES EXPENDED	Basis of Allocation	Caring for		Capital Angus Grant Childcare	VAW Fund	Linlithgow Fund	Housing Info Grant	Scottish Communities Foundation	CYP Fund	Training	Main Project	Governance Costs	Total 2008	Total 2007
		£	£											
Costs directly allocated														
To activities														
Staff Costs	Staff Time	-	-	-	44,148	-	2,493	-	77,218	-	71,665	-	195,524	170,610
Repairs & Replacements	Direct	-	-	1,000	518	1,000	-	3,375	888	-	4,148	-	14,523	3,993
Heat & Light	Percentage	-	5,000	-	636	-	123	-	1,090	-	3,407	-	4,936	4,776
Telephone	Percentage	-	-	-	3,264	-	151	-	5,595	-	4,178	-	6,055	6,223
Rent & Insurance	Percentage	-	-	-	-	-	777	-	-	-	21,451	2,382	33,469	15,503
Training & Travel Exp	Direct	-	-	-	-	-	-	-	-	1,500	1,224	-	2,724	1,663
Depreciation	Direct	-	-	1,049	-	-	-	-	-	-	1,539	1,294	2,343	2,584
Miscellaneous	Direct	-	-	-	256	-	-	-	-	-	813	-	1,795	3,870
Licenses & Permits	Percentage	-	-	-	124	-	30	-	212	-	-	2,118	1,179	879
Audit fees	Percentage	-	-	-	-	-	-	-	-	-	-	2,118	2,118	1,703
Professional Fees	Percentage	-	-	-	-	-	-	-	-	-	-	1,941	1,941	1,411
Consultancy Fees	Percentage	-	-	-	-	-	-	-	-	-	-	1,992	1,992	6,942
Advertising	Direct	-	-	-	-	-	-	-	-	-	1,055	-	1,055	912
Stationery	Direct	-	-	-	-	-	-	-	-	-	2,114	-	2,114	2,485
Cleaning	Percentage	-	-	-	218	-	52	-	374	-	1,431	-	2,075	1,405
Childrens Expenses	Direct	-	-	-	-	-	-	-	2,975	-	-	-	3,475	812
AGM	Direct	500	-	-	-	-	-	-	-	-	-	465	465	165
Bank charges	Direct	-	-	-	-	-	-	-	-	-	27	-	27	-
Bad debts	Direct	-	-	-	-	-	-	-	-	-	592	-	592	-
Support Costs	Staff Time	-	-	-	1,467	-	349	-	2,516	-	9,644	-	13,976	14,790
Administration Salaries	Staff Time	500	5,000	1,049	50,631	1,000	3,975	3,375	90,868	1,500	123,288	10,192	292,378	240,726

ANGUS WOMENS AID
 (Company limited by guarantee not having a share capital)

NOTES TO THE ACCOUNTS (continued)

for the year ended 31 March 2008

5. FIXED ASSETS

	<u>Furniture</u> £	<u>Computer</u> £	<u>Total</u> £
COST			
Balance at 1 April 2007	556	7,359	7,915
Additions	-	-	-
	-----	-----	-----
At 31 March 2008	556	7,359	7,915
	-----	-----	-----
DEPRECIATION			
Balance at 1 April 2007	243	4,793	5,036
Charge for year	78	2,265	2,343
	-----	-----	-----
At 31 March 2008	321	7,058	7,379
	-----	-----	-----
NET BOOK VALUE			
At 31 March 2008	£ 235	£ 301	£ 536
	=====	=====	=====
At 31 March 2007	£ 313	£ 2,566	£ 2,879
	=====	=====	=====

All fixed assets were used for charitable purposes.

6. DEBTORS

	<u>2008</u> £	<u>2007</u> £
Sundry debtors	2,695	1,028
Prepayments	1,208	339
Other debtors	2,197	1,208
	-----	-----
	£ 6,100	£ 2,575
	=====	=====

ANGUS WOMENS AID
 (Company limited by guarantee not having a share capital)

NOTES TO THE ACCOUNTS (continued)

for the year ended 31 March 2008

7. CREDITORS: Amounts falling due within one year

	<u>2008</u>	<u>2007</u>
	£	£
Creditors	2,697	1,107
Other taxes and social security costs	4,553	5,053
Accruals	2,000	1,527
Emergency loan	64	64
Deferred Income	-	1,093
	-----	-----
	<u>£ 9,314</u>	<u>£ 8,844</u>
	=====	=====

8. UNRESTRICTED RESERVES

	<u>General</u>	<u>2008</u>	<u>2007</u>
	<u>Reserves</u>	<u>Total</u>	<u>Total</u>
	£	£	£
Balance at 1 April 2007	37,482	37,482	34,782
Surplus for year	17,799	17,799	15,689
Transfer	(5,110)	(5,110)	(12,989)
	-----	-----	-----
Balance at 31 March 2008	<u>£ 50,171</u>	<u>£ 50,171</u>	<u>£ 37,482</u>
	=====	=====	=====

ANGUS WOMENS AID
(Company limited by guarantee not having a share capital)

NOTES TO THE ACCOUNTS (continued)

for the year ended 31 March 2008

9. RESTRICTED RESERVES

	Nationwide	Scot Gov't	Scot Exec.	Housing	IDATC	Angus	Children	Children	Violence	Scottish	Lintel	2008	2007
	Capital	SADE	Info Grant	Childcare	Persons	Young	Against	Community	Trust	Training	Total	Total	Total
	£	£	£	£	£	£	£	£	£	£	£	£	£
Balance at 1 April 2007	-	1,035	-	3,825	-	1,000	5,000	-	-	-	-	11,675	8,102
Received in year	5,000	-	40,000	-	700	-	86,805	3,375	1,000	1,500	186,461	139,026	
Expenditure in year	(5,000)	(892)	(4,245)	(1,000)	-	(500)	(92,811)	(3,375)	(1,000)	(1,500)	(162,245)	(148,442)	
Transfer	-	-	420	-	-	-	1,006	3,684	-	-	5,110	12,989	
Balance at 31 March 2008	£ -	£ 143	£ 40,000	£ -	£ 700	£ -	£ 158	£ -	£ -	£ -	£ 41,001	£ 11,675	

- Nationwide grant was received to cover provision of furniture for flats.
- Scottish Executive Capital Grant was received to cover capital purchases.
- Housing Info Grant was received as a contribution towards the current costs of the Angus Womens Aid Housing Information and Advice Project.
- CYP Fund was received to support the children and young persons fund.
- VAW Fund was received to support prevention of violence against women.
- SADP was received to develop service.
- TDATC was received to fund training
- Angus Childcare was received to fund children's expenditure
- Scottish community foundation was received to fund refurbishment of contained flats.
- Lintel Trust was received to refurbish the new refuge
- Training is in relation to Lis Hill training time

The funds remaining in restrictive reserves are to be carried forward and used for the specific activities detailed above.

NOTES TO THE ACCOUNTS (continued)

for the year ended 31 March 2008

10. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted <u>Funds</u> £	Restricted <u>Funds</u> £	2008 Total <u>Funds</u> £	2007 Total <u>Funds</u> £
Fixed Assets	235	301	536	2,879
Bank & Cash	53,150	40,700	93,850	52,547
Other Current Assets	6,100	-	6,100	2,575
Creditors	(9,314)	-	(9,314)	(8,844)
	----- £ 50,171 =====	----- £ 41,001 =====	----- £ 91,172 =====	----- £ 49,157 =====

11. STAFF COSTS

	<u>2008</u> No.	<u>2007</u> No.
During the year the average number of employees was	10 =====	10 =====
Staff costs were as follows:-	£	£
Salaries	189,843	157,253
Social security costs	18,424	26,688
Staff training	170	320
Staff recruitment costs	1,063	1,139
	----- £ 209,500 =====	----- £ 185,400 =====

No employees received a salary of greater than £60,000.

No trustees received remuneration or any reimbursed expenses.