



WELL GROUNDED

Annual Report

1 APRIL 2022 - 31 MARCH 2023





Contents

Click on the links below to navigate.

To return to this page click on the  button (top right of each page).

Foreword	3
Introduction	4
<u>Well Grounded</u>	<u>5</u>
<u>Our Strategy</u>	<u>6</u>
<u>Geographical Focus</u>	<u>7</u>
Our Programmes in 2022-2023	8
<u>Organisation development for CSOs</u>	<u>9</u>
<u>Ecofeminist Womens Leadership Development</u>	<u>11</u>
<u>Indigenous Peoples leadership development</u>	<u>12</u>
<u>Transforming power for an enabling environment</u>	<u>13</u>
Developing Well Grounded	14
<u>Connecting in person</u>	<u>15</u>
<u>A growing team</u>	<u>16</u>
<u>Strategic partnership</u>	<u>17</u>
<u>Digitising our work</u>	<u>17</u>
<u>Strengthening our governance</u>	<u>18</u>
Financial Summary	19
<u>Income & Expenditure</u>	<u>20</u>
Statutory Report	21
<u>Achievements and performance</u>	<u>23</u>
<u>Financial review</u>	<u>24</u>
<u>Structure, governance and management</u>	<u>25</u>
<u>Plans for 2023-24</u>	<u>27</u>
<u>Statement of Trustees' responsibilities</u>	<u>28</u>
<u>Independent Auditors' Report</u>	<u>29</u>
<u>Statement of Financial Activities</u>	<u>33</u>
<u>Balance Sheet</u>	<u>34</u>
<u>Notes to the Financial Statements</u>	<u>35</u>



Foreword

I am delighted to present Well Grounded's Annual Report, and as the Chair of the Board of Trustees, it is my privilege to share with you the significant progress we have made during this transformative year.

Over the past year, we have been pleased to witness the growing global recognition of the Congo Basin's forests, and their role in preventing climate breakdown. Major international policy commitments have recognised the critical role of Indigenous Peoples and local communities, alongside the urgent need to secure their rights. Strong local and grassroots organisations, and leaders that listen to and express their communities' aspirations, are essential to ensure that these communities can raise their voices, and assert their priorities. Therefore, Well Grounded's core mission and strategy is more relevant than ever.

The past year has represented a transition period for Well Grounded. We have navigated a change in leadership, while emerging from a shift in the organisation's funding base. We are thrilled that Well Grounded closed the year in a strengthened position. We have diversified our funding base, and significantly increased our overall budget. This has enabled us to strengthen our core team, and set up a number of ambitious new programmes.

I am pleased to introduce our new Co-Directors, Andrew MacKay and Kitty Brayne,



who are bringing fresh perspectives and unwavering commitment to our mission. We also thank Peter Sargent for his important contribution as interim Co-Director, whose leadership during the transition period enabled us to take stock and set a clear course ahead. And, of course, we thank Mireille Kayijamahe and Emma Almeras, our brilliant outgoing Co-Directors, who did so much work to get Well Grounded to where it is now.

In the pages that follow, you will find an overview of our accomplishments and developments over the past year. Together, we can look back on a year filled with achievements, and forward to an even brighter future for Well Grounded. We would like to thank the engagement and contributions of all our partners and supporters; it is your passion and dedication that fuels our mission to support the emergence and leadership of African CSOs.

With heartfelt gratitude and optimism,

CATH LONG
CHAIR OF THE BOARD OF TRUSTEES

A wide, calm river flows under a clear sky. In the middle ground, three people are in a long, narrow wooden boat. In the foreground, two women are on the riverbank; one is crouching to fill a yellow plastic jug from the water, while the other stands nearby. Another woman in the background carries a yellow jug on her head. The top of the page features a decorative border with a repeating geometric pattern of diamonds and triangles in shades of green and white.

INTRODUCTION

Well Grounded

Well Grounded works to empower civil society organisations (CSOs) and leaders delivering community-led natural resource management and environmental justice in the Congo Basin region.

Our vision is of a credible, collaborative, inclusive and effective African Civil Society capable of advocating for social and environmental justice, while empowering communities to determine their own future.

Well Grounded, a non-profit registered in both the UK and Cameroon, was founded in 2010 in response to the challenges faced by local organisations and their leaders. These organisations' impact and sustainability were often limited by a vicious cycle of a lack of resources, limited breathing space to develop their strategies, and struggles advocating for their causes and mobilising support.

Well Grounded provides organisations and leaders with the tools and support they need to realise their objectives and vision, so that they can make a positive change for communities and nature.

Over the last decade we have worked with more than 50 CSOs, many of whom have emerged as leading national or regional environmental organisations, and attribute their clear sense of purpose, identity and confidence to the processes facilitated by Well Grounded.



Our strategy

In 2021, Well Grounded launched a new five-year strategic plan, with four main areas of intervention:

1 Organisational development for civil society organisations

Working with both individual organisations and networks, we support CSOs in gaining greater control over their identity, governance, and strategy, and in embracing approaches that put communities in the driving seat of their own development, thereby fostering their resilience.

Our organisation development processes usually span over two to three years, and aim to provoke a deep shift within the organisation and a greater sense of purpose and autonomy. Our support focuses on the following main areas: identity & strategy, business model, governance, leadership, partnerships, community-centred development, and digital transformation through the effective use of collaborative tools and ICT.



2 Women's and 3 Indigenous Peoples' leadership development

We support women and Indigenous CSO leaders to be better equipped to assert their rights and to speak up about issues that affect them, so they can play a strategic role in natural resource governance. Our ecofeminist leadership programme and our Indigenous Peoples leadership programme encompass the following strategies: workshops, training of trainers, exchange forums, showcasing positive models, peer learning groups, coaching, mentoring, research and social action.



4 Transforming power for an enabling environment for CSOs

We recognise that the context in which African CSOs operate is challenging, particularly due to imbalances in power, yet the COVID-19 crisis only reinforced the need for more locally-initiated solutions. This awareness drives our focus on 'shifting power' to the local level. In particular, we aim to develop and work with a pool of committed, competent and experienced local consultants, capable of facilitating change processes, being locally deployable and able to contribute to the empowerment of CSOs and communities.



Geographic focus

We have defined our priority countries for implementing this strategy as:

- 1 Democratic Republic of Congo
- 2 Republic of Congo
- 3 Cameroon



3



2

1





OUR PROGRAMMES

IN 2022-2023

"The programme allowed me to get to know myself in depth, to figure out what I want to learn and improve my way of learning. In short, I learned how to learn."

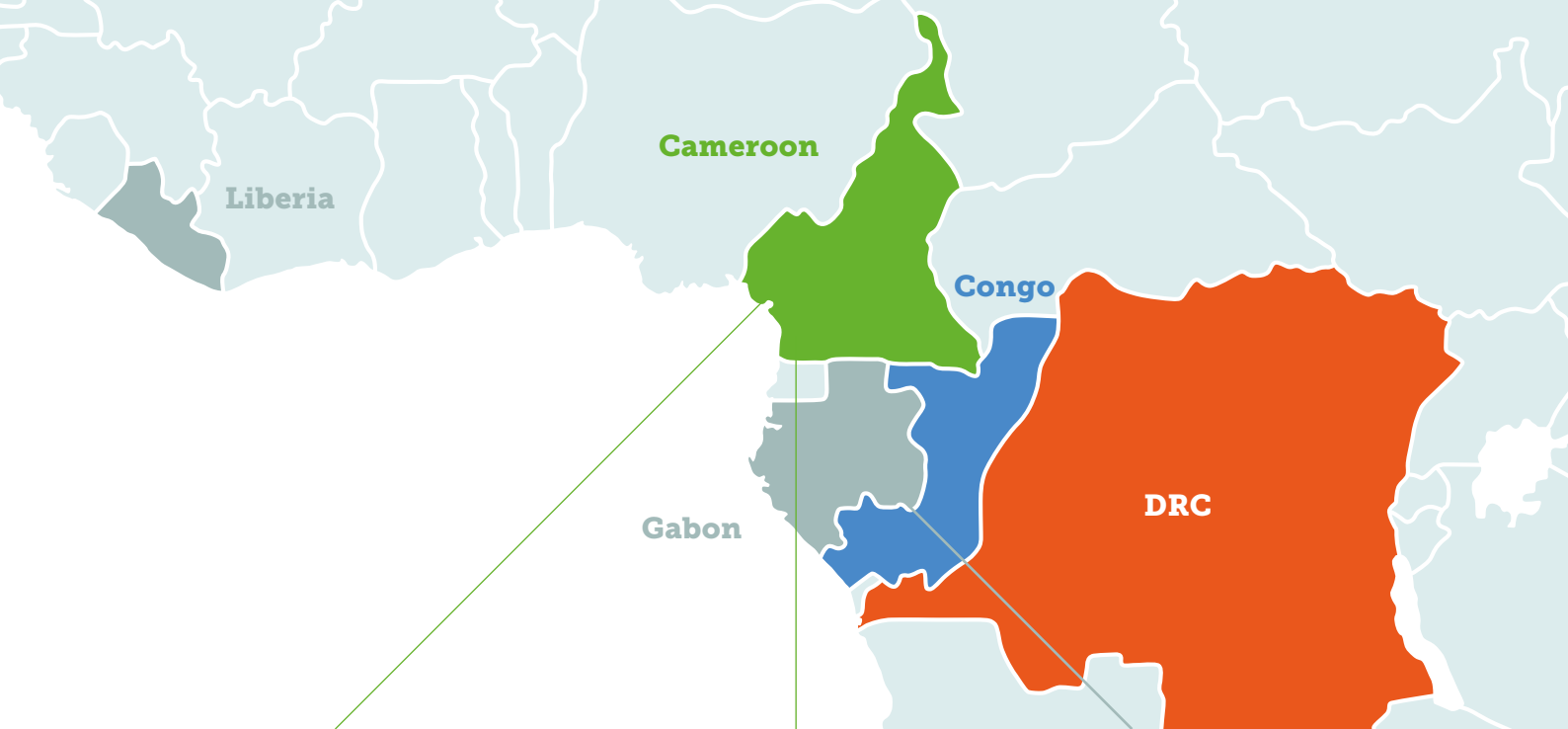
Participant, Facilitators for Change programme



Organisation development for CSOs

In 2022 - 2023 Well Grounded provided organisation development support to 12 CSOs across the three main geographic areas of focus: Cameroon, Democratic Republic of Congo (DRC), Republic of Congo (RoC), as well as in Gabon, Liberia and Madagascar.

Specific examples of processes we have facilitated and their results include:



Tropical Forest and Rural Development (TR-FD), Cameroon

TR-FD works around the Dja Biosphere Reserve (East Region) and Campo-Ma'an National Park (South Region) to support community-based economic development and conservation. We facilitated a process to review the organisation's progress and impact over its first decade of existence, and worked with the leadership team to refine the theory of change based on these insights.



Centre Des Ressources Agroforestière, Forestière et de Formation Continue (CERAF Nord), Cameroon

CERAF-Nord restores degraded ecosystems around the periphery of the Benue National Park in the North region of Cameroon. Well Grounded facilitated a reflective process to develop a new strategic plan for the organisation, alongside a governance and stakeholder analysis



Organisation Écologique des Lacs et de l'Ogooué (OELO), Gabon:

An organisation in Gabon, working for community conservation and governance of a river and lake ecosystem. Well Grounded supported OELO, in collaboration with Maliasili, to reinforce their organisation through leadership coaching, context and organisation analysis, followed by strategic planning.

The role of civil society organisations in Africa

Civil society organisations (CSOs) in Africa are essential for promoting development and natural resource governance efforts. These organisations, which can include non-profits, community groups, and advocacy networks, champion environmental justice, empower local communities, conduct research and education, monitor stakeholders, build partnerships, and engage in policy advocacy. Their efforts contribute to a more sustainable and equitable future for the continent.



Coalition Toboyi Molili, DRC

A coalition of national and international NGOs, together influencing the construction of the Inga 3 Dam in the Congo River in the DRC. The coalition changed its opinion from “Stop Inga 3” towards “we do not want to live in obscurity”, and aimed to find a way for local communities to use the electricity generated by the dam. Our facilitation has allowed the coalition to clarify the challenges that impede their advocacy efforts with the DRC government.



Monde Espoir, DRC

A young organisation supporting environmental justice and community development with Indigenous communities living around national parks. We facilitated an organisational assessment and the development of a five year strategic plan.



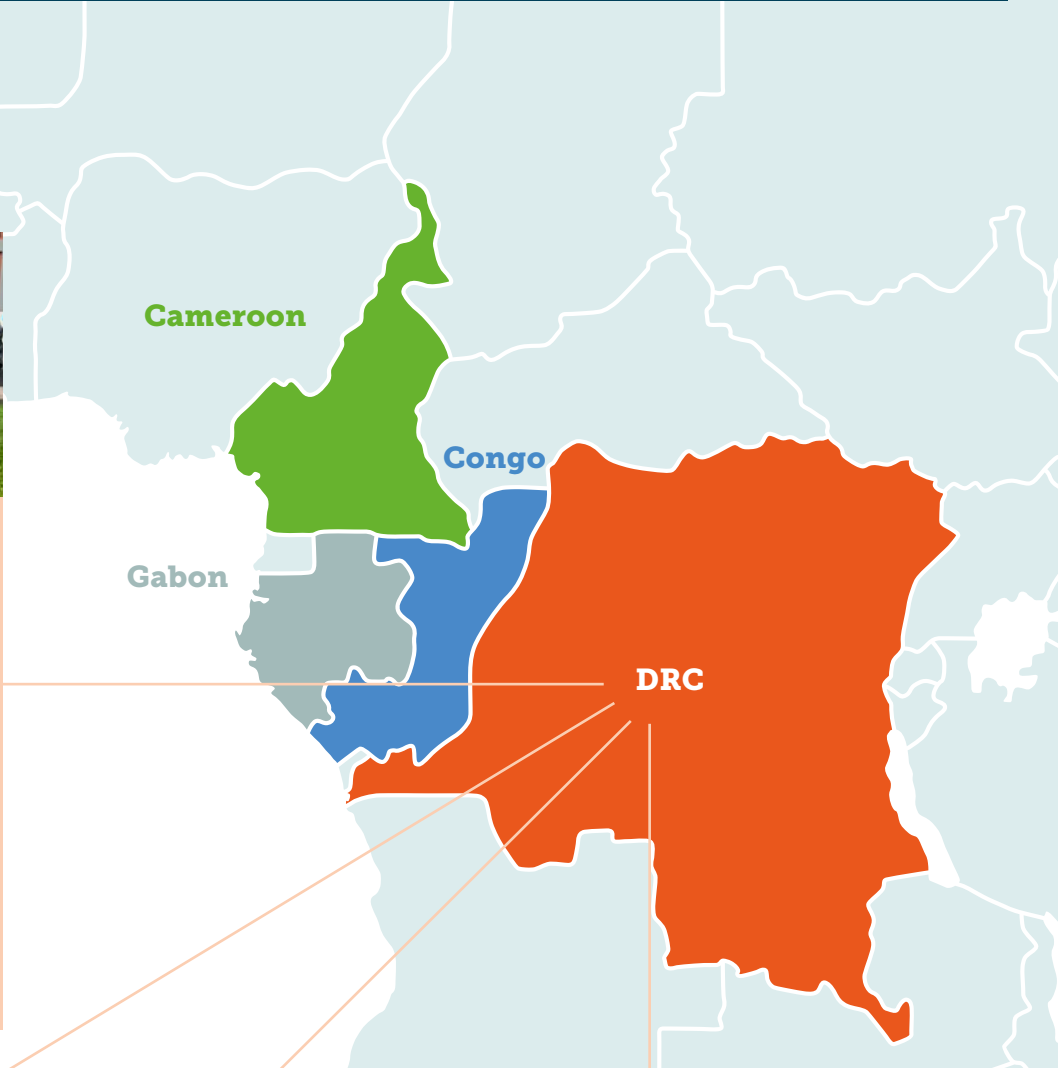
Collectif pour les Peuples Autochtones au Kivu (CPAKI), DRC

An Indigenous-led organisation promoting human rights and advocating for indigenous communities in Eastern DRC. We supported CPAKI with an organisational assessment and the development of a strategic plan.



ConservCongo, DRC

A young organisation fighting against environmental crime. Well Grounded supported them to clarify their strategies, and to reinforce their partnership with the Environmental Investigation Agency (EIA-UK).



Ecofeminist Womens Leadership Development

This year, we continued to develop and deliver an innovative women's leadership programme, based around the principles of ecofeminism, and targeting women leaders of CSOs working on environmental issues in the Congo Basin region.

In February 2023, we brought together two cohorts of the programme (19 participants) in an in-person retreat in Kisantu, DRC, as the culmination of online support and training

that took place over the previous two years, when face-to-face gatherings were not possible due to the COVID-19 pandemic. Alongside this, we worked with women-led CSOs as part of the RENOI forest monitoring network.

We have now begun developing a new iteration of the programme that will begin in late 2023, integrating learning from previous cohorts, and focusing on women leaders in Cameroon, Republic of Congo and Gabon.

What is ecofeminism?

Ecofeminism is a holistic social and environmental philosophy. At its core, ecofeminism seeks to address the interconnected crises of environmental degradation and gender inequality. It recognizes the deep links between the exploitation of women and the exploitation of the Earth, emphasising the importance of nurturing a more harmonious relationship with our planet. Through our ecofeminist leadership program, we empower individuals to champion both gender equity and environmental sustainability, fostering a brighter future for all.



"In my Ruba culture, it is forbidden to speak in public, especially among men. Through the leadership programme I was able to change my weaknesses and complexes into opportunities, with communication a key component. I recently used these new skills to convince a key partner to get started on new work with us!"

Micheline Mujinga, Action pour le Progrès et le Bien-Être Social (APBES), DRC

Indigenous Peoples leadership development

Since 2015, Well Grounded has provided support to Indigenous CSOs in Cameroon, such as Okani and the Gbabandi network, and to Indigenous allies such as AAFEBEN (Appui à l'Auto Promotion de la Femme de Boumba et Ngoko). Building on these initial experiences, and based on a need identified by Indigenous groups, Well Grounded has embarked on the establishment of a regional Indigenous Peoples leadership development programme. The programme will be co-created with Indigenous groups and grounded in Indigenous concepts of leadership.

This year, Well Grounded laid strong foundations for the programme, through mapping Indigenous and allied organisations throughout our three focus countries, and establishing “Ambassador Circles” made up of 32 Indigenous leaders and allies in Yaounde, Brazzaville, Kinshasa and Goma. These groups will lead a co-design process over the next year that will establish a unique and innovative leadership programme.



"I have gained confidence in myself, developing an approach based more on listening than on talking"
Fidèle Mbilizi Mutimanwa, Goma, DRC

Transforming power for an enabling environment

FACILITATORS FOR CHANGE

Well Grounded has seen that skilled in-country development consultants, experienced in facilitating organisation development processes, are rare and sometimes non-existent in francophone Africa. This gap is a major constraint on developing credible, collaborative, inclusive and effective local civil society organisations. Well Grounded developed the Facilitators for Change (F4C) learning programme to address this critical gap.

This year, Well Grounded trained a cohort of 22 independent consultants from Cameroon, DRC and RoC. The year-long programme included in-person retreats, one-to-one coaching and practical assignments with local organisations, and aims to create a network of organisation development practitioners across the region. Well Grounded will continue to engage with the graduates of this programme and to collaborate with them on organisation development projects.



The practical experience of facilitating an organisation development process with a real client taught me to put the client at the centre, to master my own facilitation style, to give sufficient space and importance to the process as well as to the results, to develop patience and the flexibility to adapt, and to ask questions while remaining attuned to sensitivities.

Marie DesAnge Lumoo, Goma, DRC



DEVELOPING WELL GROUNDED

[The meeting] permitted me to get more insight into the Well Grounded's background and raison d'être. I also got to share and learn about shifting the power, which exposed me to the different ways of empowering not only those with whom we work, but also ourselves.

Team member at Well Grounded Team Meeting, Cameroon, January 2023

Connecting in person

Our first face-to-face team meeting since the COVID-19 crisis was an important moment for Well Grounded in January 2023. During the past few years, in which physical gatherings were limited, Well Grounded has been through significant change and growth, and the meeting was an opportunity to take stock, to connect as a team, and to explore the new directions and challenges identified in the strategic plan.





A growing team

Over the past year, the Well Grounded team has grown and developed, while emerging from a period of leadership transition. An interim Co-Director, Peter Sargent, was recruited to oversee the appointment and onboarding of two new Co-Directors: Andrew MacKay, who is responsible for operations and legal matters; and Kitty Brayne, who takes up her role leading Well Grounded’s programmes and partnerships.

We have also invested in anchoring our strategy and programmes in the region, through the

appointment of four country focal points, for Cameroon, Republic of Congo, Eastern DRC and Western DRC.

Our leadership programmes are also now strengthened by the appointment of a programme coordinator for our women’s ecofeminist leadership programme, and an interim coordinator for the preliminary phases of our Indigenous People’s leadership programme. We will recruit an Indigenous leader to take this on in 2023.



Kitty Brayne

Co-Director:
Programmes & Partnerships



Andrew MacKay

Co-Director:
Operations & Legal



Mary Bakia

Women Leadership
Programme Lead



Jean-Baptiste Badesire

Country Focal Point: Eastern
Democratic Republic of Congo



Danny Mungamuni Bombay

Country Focal Point: Western
Democratic Republic of Congo



Triomphe Makiedi

Country Focal Point:
Republic of Congo

Strategic partnership

This year, we have embarked on an exciting partnership with a long term collaborator Maliasili, an organisation which has a similar focus on organisations and their leaders. We have regularly collaborated on research initiatives and shared our experiences over the decade since both organisations were founded. This commitment to partnership, however, marks the first time we have intentionally set out to work and learn together.



Our first major collaboration will be developing and delivering a joint leadership programme focused on leaders of CSOs engaged in community forestry in the Congo Basin region.

Digitising our work

This year, we have significantly invested in the development of online tools to complement and deepen our leadership training programmes. We have developed our own branded version of the platform Moodle, which we have named “Baraza”, a KiSwahili word that refers to a meeting space - often under a

tree or in a communal area - and symbolises a spirit of community dialogue and collective decision making. This year, we trained two team members in developing content on the platform, and are now able to deliver online interactive modules, allowing participants to learn from home, alongside in-person training.



Strengthening our governance

There have been a number of changes to the Board of Trustees this year. Following the resignation of William Campbell in January 2022, Well Grounded welcomed three new trustees to the Board in April 2022: Caesar Weka, Yulia Stange, and Alison Coburn. These new Trustees bring a wealth of relevant experience to the Board, further strengthening the governance of Well Grounded at an exciting time of growth and development.

In addition, we have continued to seek relevant lived experience of the Congo Basin at Board level, and we expect a further two trustees from this region to join the Board in the year ahead.

We are also proud to have signed up to the Fairshare commitment, of achieving a fair share of women in our leadership by 2030, and participating in regular monitoring.



Caesar Ngule Weka
Trustee



Yulia Stange
Trustee



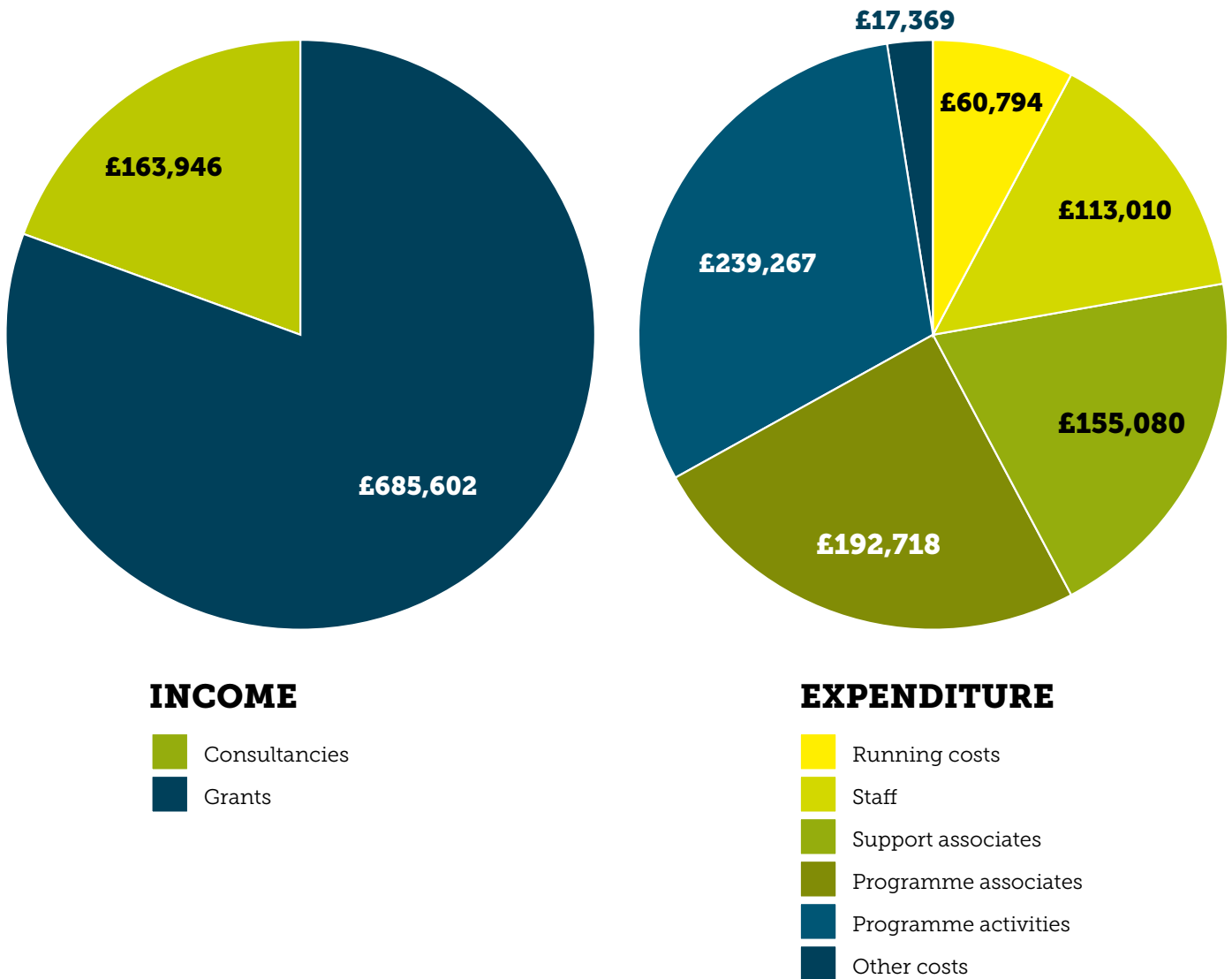
Alison Coburn
Trustee



FINANCIAL SUMMARY

Income & Expenditure

During the financial year 2022-23, Well Grounded's total income was **£849,548**, and the total expenditure was **£778,238**. This resulted in an overall surplus for the financial year of £71,310, which is made up of programme funds carried forward for use in the next financial year, and funds transferred to the Well Grounded reserve fund.





STATUTORY REPORT



REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2023

WELL GROUNDED LIMITED

(A Company Limited by Guarantee)

Trustees

Catherine R LONG, Trustee

Alison COBURN, Trustee *(appointed 1 April 2022)*

Julia STANGE, Trustee *(appointed 1 April 2022)*

Caesar N WEKA, Trustee *(appointed 1 April 2022)*

Company registered number 07269647

Charity registered number 1176051

Registered office

483 Green Lanes

London

N13 4BS

Independent auditors

Amex Associates Limited

Chartered Certified Accountants

Statutory Auditors

1st Floor

144-146 East Barnet Road

Barnet

London

EN4 8RD

Bankers

The Co-operative Bank

Ecobank

Achievements and performance

a. Main achievements of the Charity

Well Grounded has managed within its budget this year and has diversified its income sources. Notable this year is an increase in the proportion of income from consultancies, a trajectory we hope to see continuing in future years.

b. Key performance indicators

Our financial performance indicators for FY 2022-23 were as follows:

- Create a multiple, diverse and ethical donor base: this was fully achieved, with our target of 6 donors actively supporting Well Grounded being surpassed with 8 active grants from 7 different donors. This was achieved via the development of an effective fundraising strategy, and ethics policy for partnerships with donors.
- Increase flexible and core income: this was fully achieved with 100% of core costs being covered by secured grants and consultancy surplus.
- Ensure strategic, transparent, reliable and effective financial management: this was achieved, indicated by a smooth and unqualified audit report, and effective and timely donor reporting.

c. Fundraising activities and income generation

Well Grounded is committed to undertaking fundraising in a way that is legal, open, honest and respectful, complying with the regulatory standards for fundraising, ensuring that our fundraising is delivered in a manner consistent with our values.

Well Grounded has built up good working relationships with a growing network of institutional donors, trusts, charitable foundations, and other philanthropic organisations.

Well Grounded does not undertake any public fundraising activities.



Financial review

a. Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

b. Reserves policy

The organisation has maintained a level of reserves that will allow it to cover three months of operating costs. The reserves held at the year end amounted to £197,640 (2022 - £127,098).

c. Cash flow

Cash flow was very good throughout the year, with the funds held at banks based in the UK and in Cameroon. Well Grounded's activities are funded in advance of forecast expenditure by a range of funders.

d. Audit

The internally-produced financial statements were subjected to an external, independent, and professional audit. The audit is in the interest of good governance, and we have appreciated the discipline of the audit process, which has been beneficial for both staff and systems.

e. Systems

Well Grounded uses QuickBooks Online accounting computer software to maintain digital financial records, overseen by the Head of Finance and Co-Director: Operations & Legal. Expenditure is approved by the budget holder, and then by designated team members at a senior level, in line with Well Grounded's Finance Policy. No cash is handled, with most income being received through electronic banking. Payments are made using electronic banking. Monthly financial reporting is in place on the basis of a budget approved by the Board.



Structure, governance and management

a. Constitution

Well Grounded Limited is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association on 1 June 2010 (company number 07269647, charity number 1176051).

The current registered address of Well Grounded is 483 Green Lanes, London, England, N13 4BS. Its charitable objects, as set out in our Memorandum and Articles of Association, are:

- 1** To develop the capacity and skills of the members of the socially and economically disadvantaged communities of the countries of the congo basin and other african countries in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society; and
- 2** To advance the education of members of the general public, in matters of environmental and social justice.

Well Grounded reviews our aims, objectives and activities each year to ensure they remain focused on these charitable objects. This report sets out the activities carried out to further the objectives. Well Grounded has due regard to the public benefit guidance published by the Charity Commission when reviewing our aims and objectives and in planning our future activities.

Members of the company have guaranteed the liabilities of the company up to £1 each.

Well Grounded also has a registered presence as a UK based-NGO in Cameroon, (Order n°00000109/A/MINATD/SG/DAP/SDLP/SAC OF 09 MAY 2017), and currently has three local team members based in Yaounde, Cameroon.

Well Grounded also works with a range of part time and full time contractors who are based in Uganda, Ethiopia, DRC, Congo and France.

b. Trustee appointment and election

Well Grounded is governed by its Trustees, collectively known as the Well Grounded Board, who are also its directors under company law. The Board is accountable to our beneficiaries, and to our donors and supporters in the UK and around the world. The Co-Directors are not directors for the purposes of company law.

The management of the Charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Memorandum of Association.

c. Organisational structure and decision-making policies

The Trustees do not have any beneficial interest in Well Grounded. General oversight of Well Grounded is conducted by the Trustees at quarterly Board meetings and on an ad hoc basis. Trustees discuss and set strategy, assess risks, and support the Co-Directors on substantive matters.



Well Grounded operates a Co-Director leadership model, consisting of a Co-Director: Operations and Legal, and Co-Director: Programmes and Partnerships. In addition, the Co-Directors are supported by a leadership team, made up of senior team members.

d. Trustee induction and training

Well Grounded places strong value on having a strong, engaged and diverse Board to oversee our vital work across central Africa. For that reason, Well Grounded is in process of inviting and onboarding new Trustees, and of developing Board Induction materials for that purpose.

e. Pay policy for key management personnel

In line with the Principles and Standards of INGO Fair Reward, Well Grounded is committed to ensuring that its reward policies are free from bias and discrimination, that decisions made irrespective of personal characteristics, and that it does not undermine or distort any local markets in which it works.

In order to do so, Well Grounded is currently working to review and update our HR framework, in line with the advice of our pro bono legal advisors, Latham & Watkins.

f. Risk management

The Well Grounded Reserves Policy is flexible and risk-based, specifying the level of reserves to be held in order to maintain three to six months general expenditure. Where there is a low level of risk associated with an income stream, no reserves are required to be held. Where there are higher levels of risks, greater levels of reserve are held.

In addition, Well Grounded undertakes a quarterly process of identifying and reviewing the key risks across the organisation, to allow the Well Grounded Board to review the likelihood, impact, controls, and mitigations of those key risks.

Currently, Well Grounded has identified staff capacity and development, the potential loss of people in key roles, a worsening security situation in Eastern DRC, and the implementation of its Share Governance model as the main risks to Well Grounded.



Plans for 2023-24

Build our Organisational Development portfolio and pipeline

We will invest in longer-term organisation development programmes with CSOs, diversifying the type of support offered, and the organisations reached. In particular, we aim to identify and support promising emerging CSOs that may otherwise struggle to fund partners and funding.

In order to develop our portfolio strategically, we will find synergies and connections with our leadership programmes, as well as working to refine our core OD model and processes.

Deliver innovative leadership programmes and capitalise on learning

Our three main leadership programmes are in different phases of development, and will be delivered over the coming year in phased iterations. These programmes target specific groups of CSO leaders (leading community forestry CSOs, women-led CSOs, and IP-led CSOs), and innovative content is being developed for each, adapting concepts of leadership to the participants' contexts and needs. This year we will have a specific focus on learning, both between Well Grounded's leadership programmes, with external experts through advisory groups, and with Canopy programme partner Maliasili, who have a similar approach to leadership and organisational development to Well Grounded.

Strengthen our organisational capacity to respond to emerging challenges and opportunities

Well Grounded has navigated a period of transition over the last two years, with a change of senior leadership and a period of financial uncertainty. Now that a stable team is in place, and we have secured a diversified and increased funding base, our priorities for organisational strengthening include the following key areas:

- Refining our organisation development model and developing our portfolio of supported CSOs, in order to scale our impact across four priority countries;
- Establishing operations in Gabon, and reinforcing our operational and strategic presence in Cameroon;
- Investing in monitoring and communicating our impact and that of our CSO partners;
- Refining our organisational strategy, ensuring we are set up to respond to emerging opportunities and needs (including positioning ourselves amongst large scale donor investment in the Congo Basin region);
- Building Well Grounded's internal capacity and long term resilience, including consolidating and diversifying our leadership team, recruiting additional capacity to support programme delivery and strengthening our internal management systems and processes.



Statement of Trustees' responsibilities

The Trustees (who are also the directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' 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. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, 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 of the Charities SORP (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) 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 Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with

reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' Report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Auditors

The auditors, Amex Associates Limited, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

Approved by order of the members of the board of Trustees on
and signed on their behalf by:

CATHERINE R LONG
(CHAIR OF TRUSTEES)



Independent Auditors' Report

TO THE MEMBERS OF WELL GROUNDED LIMITED

Opinion

We have audited the financial statements of Well Grounded Limited (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 & Charities Act 2011

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs

(UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.



Other information

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' Report is inconsistent in any material respect with the financial statements; or

- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.


Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities Statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 145 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.



Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

As part of an audit in accordance with ISAs (UK), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error,

as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion of the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Trustees.
- Conclude on the appropriateness of the Trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditors' Report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditors' Report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.



We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an 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 charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Amex Associates Limited

Bilal A ALVI (Senior Statutory Auditor)
for and on behalf of

Amex Associates Limited

Chartered Certified Accountants

Statutory Auditors

1st Floor

144-146 East Barnet Road

Barnet

London

EN4 8RD

Date: 14/12/2023

Amex Associates Limited are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.



Statement of Financial Activities

(INCORPORATING INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 MARCH 2023

	Note	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income from:					
Charitable activities	2	379,275	306,326	685,601	218,330
Other trading activities	3	163,946	-	163,946	101,369
Total income		543,221	306,326	849,547	319,699
Expenditure on:					
Charitable activities	4	475,680	265,927	741,607	445,139
Governance costs	5	35,404	1,994	37,398	20,274
Total expenditure		511,084	267,921	779,005	465,413
Net movement in funds		32,137	38,405	70,542	(145,714)
Reconciliation of funds:					
Total funds brought forward		86,232	40,866	127,098	272,812
Net movement in funds		32,137	38,405	70,542	(145,714)
Total funds carried forward		118,369	79,271	197,640	127,098

The notes on pages 35 to 48 form part of these financial statements.



Balance Sheet

AS AT 31 MARCH 2023

	Note	2023 £	2023 £	2022 £	2022 £
Fixed assets					
Tangible assets	9		3,352		577
			3,352		577
Current assets					
Debtors	10	31,812		52,002	
Cash at bank and in hand		303,661		228,089	
		335,473		280,091	
Creditors: amounts falling due within one year 11		(141,185)		(153,570)	
Net current assets			194,288		126,521
Total assets less current liabilities			197,640		127,098
Net assets excluding pension asset			197,640		127,098
Total net assets			197,640		127,098
Charity funds					
Restricted funds	13		79,271		40,866
Unrestricted funds	13		118,369		86,232
Total funds			197,640		127,098

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees on and signed on their behalf by:

Catherine R LONG
(Chair of Trustees)

The notes on pages 35 to 48 form part of these financial statements.



Notes to the Financial Statements

FOR THE YEAR ENDED 31 MARCH 2023

1. Accounting policies

1.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Well Grounded Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The charity has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows;
- the requirement of Section 3 Financial Statement Presentation paragraph 3.17(d);
- the requirements of Section 11 Financial Instruments paragraphs 11.41(b), 11.41(c), 11.41(e), 11.41(f), 11.42, 11.44, 11.45, 11.47, 11.48(a)(iii), 11.48(a)(iv), 11.48(b) and 11.48(c);

- the requirements of Section 12 Other Financial Instruments paragraphs 12.26, 12.27, 12.29(a), 12.29(b) and 12.29A

1.2 INCOME

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

1.3 EXPENDITURE

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis



consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

1.4 TANGIBLE FIXED ASSETS AND DEPRECIATION

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, on a reducing balance basis.

Depreciation is provided on the following basis:

Plant and machinery - 33% reducing balance

1.5 DEBTORS

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

1.6 CASH AT BANK AND IN HAND

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the

date of acquisition or opening of the deposit or similar account.

1.7 LIABILITIES AND PROVISIONS

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of Financial Activities as a finance cost.

1.8 FUND ACCOUNTING

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.



2. Income from charitable activities

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Unrestricted	379,275	-	379,275
Arcus Foundation	-	43,465	43,465
Synchronicity Earth	-	45,575	45,575
Samworth Foundation 3	-	106,420	106,420
Environmental Investigation Agency	-	-	-
Full Circle Foundation	-	28,656	28,656
Packard Foundation	-	82,210	82,210
Total 2023	379,275	306,326	685,601

	<i>Unrestricted funds 2022 £</i>	<i>Restricted funds 2022 £</i>	<i>Total funds 2022</i>
Unrestricted	18,000	-	18,000
Synchronicity Earth	-	70,400	70,400
Samworth Foundation 3	-	106,420	106,420
Environmental Investigation Agency	-	23,510	23,510
<i>Total 2022</i>	<i>18,000</i>	<i>200,330</i>	<i>218,330</i>

3. Income from trading activities

Income from non charitable trading activities

	Unrestricted funds 2023 £	Total funds 2023 £
Consultancy	163,946	163,946

	<i>Unrestricted funds 2022 £</i>	<i>Total funds 2022 £</i>
<i>Consultancy</i>	<i>101,369</i>	<i>101,369</i>



4. Analysis of expenditure by activities

	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £
Unrestricted	458,385	17,295	475,680
Arcus Foundation	6,471	-	6,471
Synchronicity Earth	18,053	-	18,053
Samworth Foundation 3	145,871	194	146,065
Environmental Investigation Agency	10,383	5	10,388
Full Circle Foundation	30,925	33	30,958
Packard Foundation	53,938	54	53,992
Total 2023	724,026	17,581	741,607
	<i>Activities undertaken directly 2023 £</i>	<i>Support costs 2023 £</i>	<i>Total funds 2023 £</i>
Unrestricted	200,480	5,722	206,202
Samworth Foundation 2 4	6,985	1,163	48,148
Waterloo Foundation	35,584	1,771	37,355
Synchronicity Earth	64,326	351	64,677
Samworth Foundation 3	64,085	893	64,978
Environmental Investigation Agency	3,759	20	23,779
<i>Total 2022</i>	<i>435,219</i>	<i>9,920</i>	<i>445,139</i>



4. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Unrestricted 2023 £	SF2 2023 £	AF 2023 £	WF 2023 £	SE 2023 £
Staff costs	95,127	-	-	-	-
Travel and subsistence	1,843	-	-	-	929
Consultants and associates fees	305,208	-	6,471	-	17,124
Venue fees and materials	1,262	-	-	-	-
Printing, postage and stationery	182	-	-	-	-
Sundry expenses	673	-	-	-	-
Telephone	4,090	-	-	-	-
Total 2023	458,385	-	6,471	-	18,053
	SF3 2023 £	EIA21 2023 £	FCF 2023 £	PF 2023 £	Total funds 2023 £
Staff costs	8,723	-	-	-	103,850
Travel and subsistence	8,286	-	6,099	21,909	89,066
Consultants and associates fees	128,142	10,383	23,595	30,991	521,914
Venue fees and materials	623	-	599	951	3,435
Printing, postage and stationery	1	-	16	54	253
Sundry expenses	29	-	-	-	702
Telephone	67	-	616	33	4,806
Total 2023	145,871	10,383	30,925	53,938	24,026



4. Analysis of expenditure by activities (continued)

Analysis of direct costs (continued)

	<i>Unrestricted</i>	<i>SF2</i>	<i>AF</i>	<i>WF</i>	<i>SE</i>
	<i>2023</i>	<i>2023</i>	<i>2023</i>	<i>2023</i>	<i>2023</i>
	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>
Staff costs	77,536	20,837	-	3,250	10,720
Travel and subsistence	1,151	2,867	-	4,108	4,189
Consultants and associates fees	121,316	21,828	-	23,107	47,438
Venue fees and materials	37	34	-	172	22
Printing, postage and stationery	206	219	-	-	-
Sundry expenses	-	-	-	128	1,540
Telephone	234	1,200	-	4,819	417
<i>Total 2023</i>	<i>200,480</i>	<i>46,985</i>	<i>-</i>	<i>35,584</i>	<i>64,326</i>
	<i>SF3</i>	<i>EIA21</i>	<i>FCF</i>	<i>PF</i>	<i>Total funds</i>
	<i>2023</i>	<i>2023</i>	<i>2023</i>	<i>2023</i>	<i>2023</i>
	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>
Staff costs	20,205	9,688	-	-	142,2360
Travel and subsistence	136	-	-	-	12,451
Consultants and associates fees	41,329	14,003	-	-	269,021
Venue fees and materials	-	68	-	-	333
Printing, postage and stationery	-	-	-	-	425
Sundry expenses	8	-	-	-	1,676
Telephone	2,407	-	-	-	9,077
<i>Total 2023</i>	<i>64,085</i>	<i>23,759</i>	<i>-</i>	<i>-</i>	<i>435,219</i>

Basis of allocation: Actual



4. Analysis of expenditure by activities (continued)

Analysis of support costs

	Unrestricted 2023 £	SF2 2023 £	WF 2023 £	SE 2023 £	SF3 2023 £
Travel and subsistence	67	-	-	-	-
Printing, postage and stationery	112	-	-	-	-
IT consumables and softwares	5,430	-	-	-	15
Staff welfare	9,161	-	-	-	-
Bank and other finance charges	2,525	-	-	-	179
Total 2023	17,295	-	-	-	194
		EIA21 2023 £	FCF 2023 £	PF 2023 £	Total funds 2023 £
Staff costs		-	-	34	101
Travel and subsistence		-	-	-	112
IT consumables and softwares		-	-	-	5,445
Staff welfare		-	-	-	9,161
Bank and other finance charges		5	33	20	2,762
Total 2023		5	33	54	17,581



4. Analysis of expenditure by activities (continued)

Analysis of support costs

	<i>Unrestricted</i>	<i>SF2</i>	<i>WF</i>	<i>SE</i>	<i>SF3</i>
	<i>2023</i>	<i>2023</i>	<i>2023</i>	<i>2023</i>	<i>2023</i>
	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>
Travel and subsistence	1,050	-	-	-	-
Printing, postage and stationery	-	-	-	8	-
IT consumables and softwares	2,680	-	1,456	138	2835
Staff welfare	1,275	1,103	-	-	416
Bank and other finance charges	717	60	315	205	194
<i>Total 2023</i>	<i>5,722</i>	<i>1,163</i>	<i>1,771</i>	<i>351</i>	<i>893</i>
		<i>EIA21</i>	<i>FCF</i>	<i>PF</i>	<i>Total funds</i>
		<i>2023</i>	<i>2023</i>	<i>2023</i>	<i>2023</i>
		<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>
Staff costs		-	-	-	1,050
Travel and subsistence		-	-	-	8
IT consumables and softwares		-	-	-	4,557
Staff welfare		-	-	-	2,794
Bank and other finance charges		20	-	-	1,511
<i>Total 2023</i>		<i>20</i>	<i>-</i>	<i>-</i>	<i>9,920</i>

Basis of allocation: Actual



5. Governance costs

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Auditors' remuneration	8,000	-	8,000
Auditors' non audit costs	3,250	-	3,250
Legal and professional fees	2,620	-	2,620
Rent and rates	4,466	-	4,466
Insurance	942	-	942
Sundry expenses	3,664	208	3,872
(Gain) / Loss on foreign exchange	8,731	1,786	10,517
Bad debts written off	2,079	-	2,079
Depreciation - tangible fixed assets	1,652	-	1,652
Total 2023	35,404	1,994	37,398
	<i>Unrestricted funds 2022 £</i>	<i>Restricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Auditors' remuneration	7,000	-	7,000
Auditors' non audit costs	3,000	-	3,000
Legal and professional fees	313	1,201	1,514
Rent and rates	4,127	1,302	5,429
Trustees expenses reimbursed	73	-	73
Insurance	910	-	910
Sundry expenses	44	107	151
(Gain) / Loss on foreign exchange	1,697	(67)	1,630
Bad debts written off	-	282	282
Depreciation - tangible fixed assets	285	-	285
<i>Total 2022</i>	<i>17,449</i>	<i>2,825</i>	<i>20,274</i>



6. Auditors' remuneration

	2023 £	2022 £
Auditors' remuneration	8,000	7,000
Auditors' non audit costs	3,250	3,000

7. Staff costs

	2023 £	2022 £
Wages and salaries	89,442	127,836
Social security costs	13,203	10,900
Pension costs	1,205	3,500

The average number of persons employed by the Charity during the year was as follows:

	2023 £	2022 £
Management and administrative	3	3

No employee received remuneration amounting to more than £60,000 in either year.

8. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2022 - £NIL).

During the year ended 31 March 2023, no Trustee expenses have been incurred (2022 - £73).



9. Tangible fixed assets

	Plant and machinery £
Cost or valuation	
At 1 April 2022	3,788
Additions	4,427
At 31 March 2023	8,215
Depreciation	
At 1 April 2022	3,211
Charge for the year	1,652
At 31 March 2023	4,863
Net book value	
At 31 March 2023	3,352
At 31 March 2022	577

10. Debtors

	2023 £	2022 £
Due within one year		
Trade debtors	31,812	52,002
	31,812	52,002



11. Creditors: Amounts falling due within one year

	2023 £	2022 £
Due within one year		
Trade creditors	29,355	26,095
Other creditors	9,838	7,588
Accruals and deferred income	101,992	119,887
	141,185	153,570

12. Related party transactions

The Charity has not entered into any related party transaction during the year (2022 - £NIL). There was no outstanding balance as at 31 March 2023 (2022 - £NIL).

No out of pocket expenses were reimbursed to the trustees (2022 - £73).

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



13. Statement of funds

Statement of funds – current year

	Balance at 1 April 2022 £	Income £	Expenditure £	Balance at 31 March 2023 £
Unrestricted funds				
General Funds - all funds	86,232	543,221	(511,084)	118,369
Restricted funds				
Arcus Foundation	-	43,465	(6,471) 3	6,994
Synchronicity Earth	-	45,575	(18,053)	27,522
Samworth Foundation	3 41,135	106,420	(146,534)	1,021
Environmental Investigation Agency	(269)	-	(10,388)	(10,657)
Full Circle Foundation	-	28,656	(32,483)	(3,827)
Packard Foundation	-	82,210	(53,992)	28,218
	40,866	306,326	(267,921)	79,271
Total of funds	127,098	849,547	(779,005)	197,640

Statement of funds – prior year

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2022
Unrestricted funds					
General Funds - all funds	262,948	119,369	(223,651)	(72,434)	86,232
Restricted funds					
Samworth Foundation 2	17,505	-	(48,148)	30,643	-
Waterloo Foundation	51,172	-	(39,705)	(11,467)	-
Synchronicity Earth	(18,618)	70,400	(64,845)	13,063	-
Foreign, Commonwealth and Development Office	(40,413)	-	-	40,413	-
Global Human Rights Foundation	218	-	-	(218)	-
Samworth Foundation 3	-	106,420	(65,285)	-	41,135
Environmental Investigation Agency	-	23,510	(23,779)	-	(269)
	9,864	200,330	(241,762)	72,434	40,866
Total of funds	272,812	319,699	(465,413)	-	127,098



14. Summary of funds

Summary of funds – current year

	Balance at 1 April 2022 £	Income £	Expenditure £	Balance at 31 March 2023 £
General Funds	86,232	543,221	(511,084)	118,369
Restricted funds	40,866	306,326	(267,921)	79,271
Total of funds	127,098	849,547	(779,005)	197,640

Summary of funds – prior year

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2022
Unrestricted funds					
General Funds	262,948	119,369	(223,651)	(72,434)	86,232
Restricted funds	9,864	200,330	(241,762)	72,434	40,866
Total of funds	272,812	319,699	(465,413)	-	127,098



website: www.well-grounded.org

email: info@well-grounded.org