



Registered number: 00206877

Charity number: 206655

**THE GIRLS' BRIGADE ENGLAND AND
WALES**

(A company limited by guarantee)

**ANNUAL REPORT AND FINANCIAL
STATEMENTS**

**FOR THE YEAR ENDED 31 DECEMBER
2018**

THE GIRLS' BRIGADE ENGLAND AND WALES
(A company limited by guarantee)

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 DECEMBER 2018

Trustees

Mrs A Allchorn
Mrs S Claydon
Mrs J Greengrass
Dr A Heaford
Mrs H Hepworth (appointed 1 September 2018)
Mrs E Insley
Mrs E Sarkodie
Miss A Agbesanwa (resigned 7 March 2018)
Miss V Aitchison (resigned 5 November 2018)
Miss B Austin (resigned 7 March 2018)
Rev. C Blatchford (resigned 7 March 2018)
Mrs H Chesney (resigned 7 March 2018)
Mrs C Costin-Webb (resigned 7 March 2018)
Mrs B Darby (resigned 31 March 2018)
Mrs S Hamlyn (resigned 5 November 2018)
Mrs K Hubbard (resigned 7 March 2018)
Miss K Jeffries (resigned 19 March 2018)
Miss P Jenkins (resigned 19 March 2018)
Mrs J Ogilvie (resigned 19 March 2018)
Dr K Poulter (resigned 5 November 2018)
Miss L Savage (resigned 7 March 2018)

Company registered number

00206877

Charity registered number

206655

Registered office

Girls' Brigade Ministries, Cliff College, Calver, Hope Valley, Derbyshire, S32 3XG

Company secretary

Mrs Julie Murdy

Senior management team

Mrs Julie Murdy, Director
Mrs Helen Fletcher, Operations Coordinator & Team Leader
Ms C Burt, Media Coordinator & Deputy Team Leader

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 DECEMBER 2018**

Advisers (continued)

Independent auditor

BHP LLP, 2 Rutland Park, Sheffield, S10 2PD

Bankers

The Co-operative Bank plc, 4th Floor, 9 Prescott Street, London, E1 8BE

Solicitors

Anthony Collins, 134 Edmund Street, Birmingham, B3 2ES

Investment managers

Epworth Investment Management Limited, 9 Bonhill Street, London, EC2A 4PE

THE GIRLS' BRIGADE ENGLAND AND WALES
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CHAIRMAN'S STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2018

The chair presents her statement for the year.

This has been a year of celebration for The Girls' Brigade England & Wales (GB) as the organisation has celebrated 125 years of mission amongst girls and young women.

The needs of young people, communities and the church are changing. GB as a (primarily) girls-only mission movement, motivated by our Christian faith, has a key role in helping girls and young women to openly explore and engage with real life and the gospel truths in a fun, informative and hopeful way. GB is open to all girls and young women irrespective of their faith, background or ability and works in areas of deprivation, bringing hope to communities, bringing social action to rural and urban areas and working in schools and churches raising awareness of issues affecting girls and young women.

It has been a privilege and a joy to see how GB has continued to empower girls and young women to live in a way that allows them to use all they're discovering among their peers and in their family, community, and world. It has, therefore, been truly inspiring this past year to see the many ways that GB members past and present have joined together to celebrate the impact that GB has made and continues to make in their local communities. It was also fantastic for GB to be featured on BBC Songs of Praise showing the past but also GB in the here and now.

We work as a partner to churches in mission among (primarily) girls and young women. This work facilitates positive social interactions over many years, helping to encourage social integration and social cohesion. The value of this was highlighted in a key report by ComRes for the Youth United Foundation, that social integration and the role of uniformed youth groups is an effective way of encouraging young people to mix socially with those who are different from them.

All this would not be possible without the several thousand committed and dedicated volunteer leaders who provide a safe, fun, welcoming and challenging Christian environment where girls are able to grow and flourish. Their role as significant and positive role models is to be celebrated and commended. We also offer our thanks to Amanda Allchorn who stepped down as Chair of the Board of Trustees in September and welcome Hazel Hepworth as Chair of the Girls' Brigade England and Wales Network Committee.

This year we committed to intentional discipling of our leaders to equip them in their Christian leadership through holding and leading national and local retreats for leaders.

Our online resource 'koko' provides an innovative approach to engaging with girls and young women on matters affecting them in their life and this year we partnered with 'Girls on Board' to release a new film 'Dare to Care' to challenge young people to look out for one another and make kindness more of a habit in their lives.

GB continues to consider the impact of faith on the lives of teenage girls, and the barriers they experience to engaging with faith; as well as advocating for, and with, girls and young women on issues that matter to them. Building a picture of this enables GB to shape its programmes and establish priorities to ensure we remain relevant for this current generation.

The challenging financial climate in England and Wales does, though, impact charities like GB. In order to ensure we remain financially accessible to as many girls as possible, and for the new initiatives that have emerged to continue to flourish, the board has taken positive steps to begin to establish a new financial model. This will be through identifying new sources of income, beyond those made by our members' subscriptions, such as encouraging regular donors. We have been successful in securing support from the Methodist Church Connexional Grant Fund and from the Department for Digital, Culture, Media and Sport (DCMS) during the financial year.

THE GIRLS' BRIGADE ENGLAND AND WALES
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CHAIRMAN'S STATEMENT ✓
FOR THE YEAR ENDED 31 DECEMBER 2018

I'm confident that the plans being put in place will secure a more financially sustainable future for GB's mission work and activities among girls and young women in England and Wales, enabling GB to extend its reach to give hope and build hope so that lives and communities can continue to be transformed and enriched.

Name Mrs J Greengrass
Chair



Date 17 May 2019

THE GIRLS' BRIGADE ENGLAND AND WALES
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2018

The trustees are pleased to present their Trustees' Report and audited financial statements of the charity for the year to 31 December 2018, detailing the activity and finances of Girls' Brigade England & Wales and its consolidated branches. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

This is the annual report of Girls' Brigade England & Wales also operating under the name of Girls' Brigade Ministries.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and 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 published on 16 July 2014 (as amended by Update Bulletin 1 published on 2 February 2016).

Since the charity qualifies as small under section 383, the strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report And Directors Report) Regulations 2013 is not required.

Our purpose and activities

Girls' Brigade England & Wales (GBEW/GB England & Wales/GB) operating as Girls' Brigade Ministries (GBM) has a vision to see Lives and communities transformed and enriched as individuals seek, serve and follow Jesus Christ. We primarily work among girls and women, and in a way that we believe reflects our Christian ethos:

- Relational in the way in which we work together as teams and among those with whom we work
- Responsive to the needs of all whom we serve
- Relevant to the culture and context of today's communities.

The GB England & Wales Network is also a part of Girls' Brigade International (GBI), sharing in the world-wide vision to see Girls' lives transformed: God's world enriched.

Our activities deliver public benefit

The Christian values upon which we base our work are of significant benefit to the whole of society.

GB is outward-looking and concerned with the transformation of society for the better.

Our work among girls and women is sustainable, holistic and life-enriching, committed to enabling them to discover and live life to the full.

We work from, and share, a Christian ethos and accept the right of individuals to have differing views and beliefs, or no belief.

The strategies employed to achieve the charity's aims and objectives are:

- Partnership with churches to provide holistic mission among girls, children and young women
- Equipping for the church in mission skills and understanding
- Advocacy for and with girls, children and women
- Empowerment of girls, children and women toward Christian discipleship.

This four-fold strategy is the basis of the group's development plan and is informing our work in creating a sustainability plan for 2019-2022.

GBM puts these strategies into action through four major areas of activity; the establishing and nurture of local community groups (primarily for girls and young women), the equipping and resourcing of volunteer leaders, and the provision of relevant programme, resources and activities and the provision of a space for new, relevant initiatives that contribute to GBM's vision and objectives, to be pioneered and established.

Our key activities this year are described below and very much focus on the transformation of lives and communities across England and Wales.

Establishing and nurturing of local community groups

GB continues to deliver sustainable local groups for 4-8s, 7-11s, 10-14s, 13-18s (primarily) for girls run in partnership with local churches across England and Wales. Around 9,500 children and young people are members of these groups with over 2,000 volunteer leaders supporting them. In some areas where there is no provision for boys GB takes boys in trust.

These groups provide rewarding, stretching and positive opportunities through which girls and young women grow and develop in confidence, resilience, wellbeing and life skills, whilst developing strong friendships, a sense of belonging and having great fun along the way. The innovative programme material explores current cultural issues in ways that are relevant to the ages of our members. GB members may also engage in a structured leadership programme which encourages leadership, communication and team working skills. They can also take part in the Duke of Edinburgh's Award Scheme and GB's International Queen's Award that both encourage resilience, social mixing and innovation.

During the year GB was involved in a study looking at the role uniformed youth groups play in enabling young people to mix socially with those who are different from them. Highlights from the study, by ComRes and commissioned by the Youth United Foundation, found:

- Uniformed youth groups are an effective way of encouraging young people to mix socially with those who are different from them – 84% of uniformed youth report that at least some of the members of their group are different from them in some way (i.e. they're part of a diverse group)
- Uniformed young people are more likely than non-uniformed youth to say that the contact they have had with people that are different to them was positive
- Uniformed youth groups help to foster a sense of social responsibility and connection to British society and British values – members are twice as likely as their non-uniformed counterparts to say they take part in social action at least once a week (58% vs 30%)
- Uniformed and non-uniformed young people are similarly likely to be from a non-Christian faith (8% vs 6%), although uniformed young people are more likely to say their religion is Christian (50% vs 30%), and are less likely to say they're atheist (13% vs 24%).

These findings show some of the positive impacts we have on young people. GB group 1st Huncote, near Leicester, was chosen as a location for some of the 52 qualitative interviews conducted among uniformed youth, their parents/guardians, and volunteer group leaders. One GB parent said 'The girls need to learn to interact with different people of different ages from different backgrounds and that's what the group provides; that's invaluable.'

Equipping and resourcing volunteer leaders

Much of the work of the employed staff team at GB's Support Centre is focused on the support and resourcing of the 2,000 plus volunteer GB leaders who give their time, energy, skills and Christian experience to girls in local areas around England and Wales. This support work has always been devolved to local branch leaders, and it is with this group that the support centre has most involvement.

The support centre staff team provide conferences, events, telephone support and resource material to help the organisational, spiritual and youth work skills development of GB leaders and groups. Additionally, and importantly, the support centre team maintains a GB leader and groups' database, the registration of leaders, and ensures appropriate standards of training and safeguarding are maintained throughout the charity.

The annual subscription paid to GB by local members and groups is the main source of income for GB England & Wales and is used for infrastructure and staffing costs of the charity, including the employed teams' work to develop leadership resources and programme material.

The GB Online Leader Resource Base was updated on a regular basis providing a range of equipping materials to resource GB's mission and outreach. In particular this year has seen resources to help groups prepare for the introduction of GDPR and a refresh of Life to the Full, GB's policies and guidance for safe practice in the running of groups. Over the year training has been delivered nationally and locally to support this. In addition we launched 'culture checkup' a vlog initiative to keep leaders updated on key cultural issues facing girls and young women.

Building on the mission training which GB delivered with the Methodist Church in previous years, we have continued to look for further opportunities for partnership with churches regarding mission equipping with a number of sessions being delivered for local church partnerships.

Provision of relevant programme and activities

During 2018 GB's network of local uniformed community groups commemorated GB's 125 year history of mission and ministry through three key initiatives:

- Celebrate Hope – celebrating the 125 years of mission and ministry of GB
- Give Hope – offering hope into local communities through mission and social action
- Build Hope – growing the reach of our local community groups across England and Wales.

Many girls and young women received their Give Hope and Build Hope awards during the year. We will be continuing our Build Hope theme into 2019 with a series of events to raise the profile of the work of GB and to encourage growth in our existing groups and to set-up new groups as well as offering a series of equipping events to the Church.

GB Ministries initiatives

KOKO (Keep on Keeping On) is GBM's online ministry, which seeks to reach a new generation of young women and focuses on addressing the issues affecting teenage girls. Responding to the needs of young people this year GBM partnered with Girls on Board to release a new film 'Dare to Care' to challenge young people to look out for one another and make kindness more of a habit in their lives.

In terms of leadership and faith development we were pleased to be asked to lead the Radiate stream at the Cliff College Festival in 2018 where more than 50 18-30s attended sessions that helped them explore integrity, faith and purpose.

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 DECEMBER 2018

60 young women also attended faith development sessions at the Esther Generation leadership and Queen's Award Weekend.

More than 70 women leaders have attended GB's retreats during 2018 which have encouraged them to grow as disciples, grow as teams and take time to be refreshed in their roles as volunteer leaders. 100% of GB leaders who attended our Mary and Martha retreat in July 2018 said the weekend helped them to discover new ways to listen to God, and that the weekend gave them space to meet with God.

Achievements and performance

The provision of quality, fun and meaningful programme and activity is the backbone of GB's sustainable and life-transforming mission among children. We're thrilled to see that once again this year GB has provided on average 3 hours of direct children's and youth activity per week for 40 weeks in the year amongst 1,700 groups of local girls and young people.

In addition to this weekly pattern of relational local church community work, 2,800 girls have taken part in residential holidays where faith was explored, shared and nurtured. An estimated 380 attained awards in youth leadership, 92 new members were registered to take part in the Duke of Edinburgh's Award scheme through GB with 64 receiving awards during the year, and 9 young women completed GB's own Queen's Award, which is GB's highest award.

GB continues to provide girls with fun opportunities beyond their local community and this year saw 110 members represent GB at the London Remembrance Parade and Cenotaph Service, taking part in GB's contingent at the annual Trooping the Colour Ceremony and stewarding at Prince Charles 70th birthday Garden Party.

Mission equipping remained a high priority as part of the #WeAreGB125 initiative, with 230 leaders attending national leadership and equipping conferences in the year.

We were especially pleased to be featured in a BBC Songs of Praise episode in July 2018. This filming took place at 1st Sunderland group and GB's Director Jules Murdy and President Rachel Gardner, together with leaders from the group were also interviewed.

Organisational structure

Having worked as a charitable group over the past few years, to successfully fulfill the various development plans set at the outset, several factors emerged that led to a review of our charitable structure - to remain in this GB Ministries group form. A funding review in 2016 concluded that the group structure in place with GB Ministries was confusing to funding bodies and individual donors. Alongside this it highlighted the strategic matter of streamlining and freshening up our branding and identity going forward. Reducing inter-company activity and operational time was also a key consideration in achieving greater efficiencies, overhead cost reductions and widening of our methods of income generation.

As a result, following an organisational review, it was agreed to merge the group in 2017 to be one charity. Agreement was gained from both the GBM board and, importantly, the GB England & Wales board and Council for the work to be merged into one charity Girls' Brigade England & Wales with the operating name of Girls' Brigade Ministries. This was adopted through resolution by the Girls' Brigade England & Wales Council on 15 July 2017.

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 DECEMBER 2018

Financial review

Once again GB's income has largely been drawn from membership subscriptions, which for the 12 month period to 31 December 2018 was £351,397 (2017: 18 months £574,693), but this has been augmented this year through having been awarded funding for two years from September 2018 by the Methodist Church Connexional Grants funding for Mission and Ministry and DCMS to support GB establishing firmer foundations and extending its reach amongst girls and young women. The provision of grants shows the value placed upon the work of GB externally.

As a charity we're grateful too to individual donors who support our mission either through one off donations or through regular giving to the charity.

Steps have been taken to address the funding gap during the year included reducing overheads and staff costs, realigning roles and responsibilities and liquidating assets previously held in property, and establishing the cost of core activities. The Board recognises that the charity has been over-reliant on subscription income and part of the DCMS funding has been allocated enabling GB to develop a medium to long term strategy for achieving future sustainability including the development of an improvement plan and financial strategy for 2019-2022.

Total income for the year is £770,797 (2017 18 months: £1,185,212) and expenditure is £824,481 (2017 18 months: £1,197,495) resulting in an overall deficit of £53,684 (2017 18 months: £12,283).

After taking into account losses on investments of £4,206 (2017 18 months: £23,221) and an actuarial gain on the defined benefit pension scheme of £2,000 (2017 18 months: £nil) the overall result for the year is a deficit of £55,890 (2017 18 months: £35,504). The breakdown of the deficit is a deficit on unrestricted funds of £39k and a deficit on restricted funds of £17k.

Total funds carried forward at 31 December 2018 are £518,158 (2017: £574,048) of which unrestricted funds are a negative £124k and restricted funds show a positive £643k.

Going concern

The trustees are well aware of GB England & Wales' current financial shortfall. Steps have been taken to address the funding gap over the last fifteen months, which has included reducing overheads and staff costs and liquidating assets previously held in property. Significant steps forward have been made, some of this work will not be realised financially until 2019, but work is still required to bridge a gap in funding. During the year GB has secured a £96,000 two year grant from the Methodist Church from October 2018 and grant funding of £35,000 from DCMS to develop a longer term sustainability plan. Since the end of the financial year GB has been in receipt of additional funding from DCMS of £180,357. The Trustees have also worked alongside GB's Leadership Team to develop a sustainability plan which includes an improvement plan and financial plan that reflects the need to review costs, skills and services alongside of the implementation of technology changes to gain efficiencies and improve the effectiveness of service delivery. The sustainability improvement plan sets out the key objectives and actions required over the next three years to support the longer-term sustainability of GB.

The budgets and supporting cash flow forecasts within the financial plan for a period of 12 months from the date of approving these financial statements show the group has sufficient funds to be able to continue. For these reasons the trustees are confident that the group is a going concern and they therefore continue to prepare the accounts on the going concern basis.

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 DECEMBER 2018

Investment powers and policy

The trustees, having a keen awareness of the need for GB to balance operational liquidity and stable growth of investments, benefited from the services of Epworth Investment Management Service again this year.

Aims and parameters for the portfolio are well established, and we receive a quarterly performance report in order to enable timely monitoring and control of this important issue.

The aims and parameters for the year were established in October 2002 for unrestricted funds as follows: To achieve a balance of capital growth and current income. Investment parameters are set for this as follows: Equities (50-70%); Fixed interest (30-50%).

Some funds were kept in interest-bearing deposit accounts to provide access as needed for cash flow management.

Reserves policy and going concern

Reserves are needed to bridge the gap between the spending and receiving of income and to cover unplanned emergency expenditure. The trustees consider the ideal level of reserves at 31 December 2018 should be in the range of one to two years' cover of annual charitable expenditure which gives a target range of £825,000 to £1,650,000. The trustees, in working through their sustainability plan, will review this policy in detail over the coming year.

Defined by the Charity Commission as unrestricted funds available to spend on the general purposes of the charity, but not yet spent, committed or designated, the free reserves held by GB England & Wales at 31 December 2018 comprised the following:

	£
Unrestricted funds	68,868
Fixed assets	(4,716)
Free reserves	<u>64,152</u>

The trustees' sustainability plan aims to start to build up reserves towards the target range.

Grant-making funds

The Holcot Fund (Matilda Alice Hubbard Trust 2001) was established following the sale, in 2001, of a property (Holcot) originally donated to GB by Matilda Alice Hubbard. Within the terms of the Trust, the criteria for grant support is to provide or assist in the provision of holiday or residential event accommodation for members to assist in their training. Grants awarded from this trust are administered centrally, through a written application process. An annual report of applications and awards is made to the trustees - 29 awards were given in the year.

Plans for future periods

As GBM transitions into 2019 it will continue to Seek, Serve and Follow Christ through the Build Hope Programme.

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TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2018

Building Hope for the Church

- Increasing our engagement and partnership with local churches and extending the number and/or size of local GBEW community groups that are delivered across England and Wales.
- Helping to increase the confidence of GB leaders and church members to share their faith at work, school and in the local community.
- Helping local churches to identify the needs of the local communities and understand how GB can help them to engage with and share the love of God with those around them.

Building Hope for Girls' Brigade

- Supporting local groups in mission
- Practical support and resources for recruitment and engagement of volunteers and new members in their local community.
- Developing a sustainability model to maximise subscriptions and grant income over the medium to long term.
- Raising funds and securing grants to support short term funding needs.
- Development of a new website that will showcase the work of Girls' Brigade Ministries, raise its profile and provide a means of reaching new volunteers, parents, church partners and encouraging participation in GBM's opportunities for girls and young women.
- Introduction of a new leader registration database that will improve the efficiency of recruitment of new volunteer leaders and improve GB's governance of volunteer leaders and their compliance with safeguarding and safe practice requirements.

Building Hope for Girls and Women

- Intentional discipleship of women through.
- Reimagining The Esther Collective and developing communities of 18-30s women looking to explore the Christian faith.
- Offering retreats for Christian women.
- Discipling and equipping emerging leaders 14+ through the Esther Generation Weekend.
- Advocating for and with girls and young women on areas that are disempowering or unjust.

Structure, governance and management

Governing document

The Girls' Brigade England & Wales is a charitable company limited by guarantee, governed by its Memorandum and Articles of Association dated July 2017. It is registered as a charity with the Charity Commission.

Members of the Girls' Brigade England & Wales Board are the Company Members and, in the event of the Company being wound up, the liability of each member is limited to a maximum of £1.

Appointment of trustees

GB is governed by a board of trustees who serve for a three-year period renewable for one further, consecutive, term.

Recruitment and training of trustees

In order to maintain a mature and well-equipped trustee board, information about the role, responsibilities and skills needed for board membership is made available to all GB members.

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 DECEMBER 2018

Once a trustee has been appointed they receive induction training. This is the responsibility of the leadership staff team and also involves peer support. Induction covers issues such as the roles and responsibilities of trusteeship and introduction to the strategic and spiritual objectives of the organisation. Further training is offered on an ongoing basis. Members of the Board are provided with relevant periodicals regarding their role and encouraged to subscribe to good governance practice journals and websites. In addition the trustee board members regularly dedicates time to strategic direction and reflection.

Organisation

The Board comprises a maximum of 10 trustees. Membership is determined as follows:

- Up to 4 representatives elected by the GB England & Wales Network Executive. The honorary treasurer shall be one of these members
- Up to 6 other persons, independent of GB make up this number.

The Board meets three times in the year, although other meetings may be called if required, and work corporately to govern the movement and appoint standing groups for specific purposes. Currently the standing groups are personnel, finance and risk. Each of these look at their areas of responsibility in detail and report to the Board during the year.

The Director of Girls' Brigade Ministries is appointed by the board to manage day-to-day operation of the group charity. This person has delegated authority for strategic and operational matters including finance, employment and activities in pursuit of GB's strategic goals.

Related parties and co-operation with other organisations

None of the trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee or senior manager of the charity with an organisation used by the charity must be disclosed in the same way as any other contractual relationship with a related party. No such transactions were reported within this period.

Fund-raising standards information

Girls' Brigade England & Wales is not currently registered with the Fundraising Regulator. During the year we have not appointed any professional fund-raiser to support the work of the charity. GB is registered with Give as You Live and our supporters are able to raise donations for our work through this. GB also uses Stewardship to manage donations given for the work of GB through our websites

During 2018 we implemented processes to ensure that we were compliant with GDPR ensuring that friends and members are able to indicate their preferences including whether they can be contacted for fundraising purposes. During the year we have not undertaken any specific fund raising activities. We have received no complaints in relation to fundraising activities.

Pay policy for senior staff

The board of directors, who are the charity's trustees, and the senior management team comprise the key management personnel of the charity in charge of directing and controlling, running and operating GB on a day-to-day basis. All directors give of their time freely and no director received remuneration in the year. Details of directors' expenses and related party transactions are disclosed in notes 10 and 25 to the accounts.

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 DECEMBER 2018

The pay of the senior staff is reviewed annually and normally increased in accordance with cost of living/inflation levels. In view of the nature of the charity, the directors benchmark against pay levels in other Christian charities of a similar nature and size, and similar roles in the geographic area of the registered office. GB is committed to the ethos of Living Wage Employment (LWE), and is taking steps toward LWE registration.

Risk management

The trustees have a risk management strategy, which comprises:

- An annual review of the principal risks and uncertainties that the charity faces;
- The establishment of policies, systems and procedures to mitigate those risks identified in the annual review; and
- The implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

This work has identified that financial sustainability is the major financial risk for the charity. A key element in the management of financial risk is the implementation of a GB finance development plan, a regular review of available liquid funds to settle debts as they fall due, regular attendance to bank reconciliation and other financial management disciplines, active management of debtor and creditor balances to ensure sufficient working capital by the charity, and the strict control of expenditure.

Attention has also been focused on management of non-financial risks arising from issues such as safeguarding and the implementation within the charity branches of social media and branding guidelines. These risks are managed through dissemination of robust policies and procedures, as well as regular training, and resourcing of staff and volunteers in these key matters.

Trustees' responsibilities in relation to the financial statements

The trustees (who are also directors of the Girls' Brigade England and Wales 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, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. 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.

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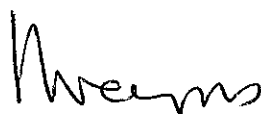
TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 DECEMBER 2018

This report has been prepared in accordance with the special provisions relating to companies subject to the Small Companies Regime within Part 15 of the Companies Act 2006.

Statement as to disclosure to our auditors

Each of the persons who are directors at the time when this directors' report is approved has confirmed that: so far as that director is aware, there is no relevant audit information of which the company's auditors are unaware and that the director has taken all the steps that ought to have been taken as a director in order to be aware of any information needed by the company's auditors in connection with preparing their report and to establish that the company's auditors are aware of that information.

The report was approved by the board on 17 May 2019 and signed on its behalf



Mrs J Greengrass
Chair
The Girls' Brigade England & Wales

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF THE GIRLS' BRIGADE ENGLAND & WALES

Opinion

We have audited the financial statements of The Girls' Brigade England and Wales (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 December 2018 which comprise the Consolidated Statement of Financial Activities, Consolidated and Company Balance Sheets, Consolidated Statement of Cash Flows and notes to the financial statements, 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 group's and of the parent charitable company's affairs as at 31 December 2018 and of the group's 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 and the 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 Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent 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.

Material uncertainty related to going concern

In forming our opinion, which is not modified, we have considered the adequacy of the disclosures made in note 1.3 of the financial statements concerning the group's ability to continue as a going concern. The group incurred a deficit of £55,890 during the period ended 31 December 2018 and, at that date, the group had free reserves of £64,152. These conditions, along with the other matters explained in note 1.3 to the financial statements, indicate the existence of a material uncertainty which may cast significant doubt about the group's ability to continue as a going concern. The financial statements do not include the adjustments that would result if the group was unable to continue as a going concern.

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the Trustees' Report, other than the financial statements and our auditor's report thereon. 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.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF THE GIRLS' BRIGADE ENGLAND & WALES

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report incorporating the Directors' Report for the financial period for which the financial statements are prepared is consistent with the financial statements.
- the Directors' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and Charities Act 2011 requires us to report to you if, in our opinion:

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' Report and from the requirement to prepare a Group Strategic Report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, set out in the Trustees' Report, 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 group's and the parent 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 group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

THE GIRLS' BRIGADE ENGLAND AND WALES
(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF THE GIRLS' BRIGADE ENGLAND & WALES

Auditor's responsibilities for the audit of the financial statements

We have been appointed auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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 auditor's 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.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charitable company's trustees, 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 and its trustees those matters we are required to state to them in an auditor's 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 the charitable company's members as a body and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Jane Marshall (Senior statutory auditor)

for and on behalf of

BHP LLP

Chartered Accountants
Statutory Auditors

2 Rutland Park
Sheffield
S10 2PD
17 May 2019

BHP LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

THE GIRLS' BRIGADE ENGLAND AND WALES
(A company limited by guarantee)

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2018

		Unrestricted funds 2018 £	Restricted funds 2018 £	Total funds 2018 £	18 months to 31 December Total funds 2017 £
	Note				
Income from:					
Donations	2	42,025	104,947	146,972	229,526
Charitable activities	4	364,813	107,562	472,375	698,400
Other trading activities		144,092	-	144,092	232,367
Investments	3	4,367	1,791	6,158	22,021
Other income		1,200	-	1,200	2,898
Total income		556,497	214,300	770,797	1,185,212
Expenditure on:					
Raising funds	5	144,883	-	144,883	241,034
Charitable activities	6	447,345	232,253	679,598	956,461
Total expenditure	5	592,228	232,253	824,481	1,197,495
Net expenditure before investment gains/(losses)		(35,731)	(17,953)	(53,684)	(12,283)
Net gains/(losses) on investments	14	(5,281)	1,075	(4,206)	(23,221)
Net expenditure before transfers		(41,012)	(16,878)	(57,890)	(35,504)
Transfers between Funds	20	(433)	433	-	-
Net expenditure before other recognised gains and losses		(41,445)	(16,445)	(57,890)	(35,504)
Actuarial gains on defined benefit pension schemes	24	2,000	-	2,000	-
Net movement in funds		(39,445)	(16,445)	(55,890)	(35,504)
Reconciliation of funds:					
Total funds brought forward		(84,933)	658,981	574,048	609,552
Total funds carried forward		(124,378)	642,536	518,158	574,048

The notes on pages 24 to 51 form part of these financial statements.

THE GIRLS' BRIGADE ENGLAND AND WALES

(A company limited by guarantee)

REGISTERED NUMBER: 00206877

CONSOLIDATED BALANCE SHEET

AS AT 31 DECEMBER 2018

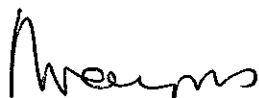
	Note	£	2018 £	£	2017 £
Fixed assets					
Intangible assets	12		-		1,000
Tangible assets	13		4,900		9,654
Investments	14		201,449		546,493
			<u>206,349</u>		<u>557,147</u>
Current assets					
Stocks	15	36,371		39,264	
Debtors	17	50,017		75,414	
Investments	16	-		50,000	
Cash at bank and in hand	17	559,278		227,860	
			<u>645,666</u>	<u>392,538</u>	
Creditors: amounts falling due within one year	18	(168,611)		(182,366)	
Net current assets			<u>477,055</u>		<u>210,172</u>
Total assets less current liabilities			<u>683,404</u>		<u>767,319</u>
Creditors: amounts falling due after more than one year	19		(165,246)		(193,271)
Net assets	21		<u>518,158</u>		<u>574,048</u>
Charity Funds					
Restricted funds	20		642,536		658,981
Unrestricted funds:	20				
Unrestricted funds		10,789		(152,071)	
Revaluation reserve		58,079		287,409	
			<u>68,868</u>	<u>135,338</u>	
Unrestricted funds excluding pension liability					
Pension reserve		(193,246)		(220,271)	
			<u>(124,378)</u>	<u>(84,933)</u>	
Total funds			<u>518,158</u>		<u>574,048</u>

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

THE GIRLS' BRIGADE ENGLAND AND WALES
(A company limited by guarantee)

CONSOLIDATED BALANCE SHEET (continued)
AS AT 31 DECEMBER 2018

The financial statements were approved and authorised for issue by the Trustees on 17 May 2019 and signed on their behalf, by:



Mrs J Greengrass (Chair)

The notes on pages 24 to 51 form part of these financial statements.

THE GIRLS' BRIGADE ENGLAND AND WALES

(A company limited by guarantee)

REGISTERED NUMBER: 00206877

COMPANY BALANCE SHEET

AS AT 31 DECEMBER 2018

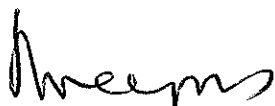
	Note	£	2018 £	£	2017 £
Fixed assets					
Tangible assets	13		4,900		9,654
Investments	14		201,450		546,494
			<u>206,350</u>		<u>556,148</u>
Current assets					
Stocks	15	1,760		1,184	
Debtors	17	108,388		113,036	
Investments	16	-		50,000	
Cash at bank and in hand		524,797		220,486	
		<u>634,945</u>		<u>384,706</u>	
Creditors: amounts falling due within one year	18	<u>(158,211)</u>		<u>(174,263)</u>	
Net current assets			<u>476,734</u>		<u>210,443</u>
Total assets less current liabilities			<u>683,084</u>		<u>766,591</u>
Creditors: amounts falling due after more than one year	19		<u>(165,246)</u>		<u>(193,271)</u>
Net assets			<u><u>517,838</u></u>		<u><u>573,320</u></u>
Charity Funds					
Restricted funds	20		642,536		658,981
Unrestricted funds:					
Unrestricted funds	20	10,469		(152,799)	
Revaluation reserve	20	58,079		287,409	
		<u>68,548</u>		<u>134,610</u>	
Unrestricted funds excluding pension liability					
Pension reserve	20	<u>(193,246)</u>		<u>(220,271)</u>	
			<u>(124,698)</u>		<u>(85,661)</u>
Total funds			<u><u>517,838</u></u>		<u><u>573,320</u></u>

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

THE GIRLS' BRIGADE ENGLAND AND WALES
(A company limited by guarantee)

COMPANY BALANCE SHEET (continued)
AS AT 31 DECEMBER 2018

The financial statements were approved and authorised for issue by the Trustees on 17 May 2019 and signed on their behalf, by:



Mrs J Greengrass (Chair)

The notes on pages 24 to 51 form part of these financial statements.

THE GIRLS' BRIGADE ENGLAND AND WALES
(A company limited by guarantee)

CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2018

	Note	2018 £	2017 £
Cash flows from operating activities			
Net cash used in operating activities	22	(45,718)	(213,007)
Cash flows from investing activities:			
Purchase of tangible fixed assets		(702)	-
Proceeds from sale of fixed and current asset investments		403,605	121,401
Purchase of investments		(12,767)	(207,365)
Net cash provided by/(used in) investing activities		390,136	(85,964)
Cash flows from financing activities:			
Repayments of borrowings		(13,000)	-
Cash inflows from new borrowing		-	13,000
Net cash (used in)/provided by financing activities		(13,000)	13,000
Change in cash and cash equivalents in the year		331,418	(285,971)
Cash and cash equivalents brought forward		227,860	513,831
Cash and cash equivalents carried forward	23	559,278	227,860

The notes on pages 24 to 51 form part of these financial statements.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018**

1. Accounting Policies

1.1 Company status

The company is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company.

1.2 Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The Girls' Brigade England and Wales meets the definition of a public benefit entity under FRS 102. The financial statements are prepared on a going concern basis assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

The Statement of financial activities (SOFA) and Balance sheet consolidate the financial statements of the company and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

No separate SOFA has been presented for the company alone as permitted by section 408 of the Companies Act 2006.

The financial statements to 31 December 2018 cover a 12 month period. The comparative period covers an 18 month period to 31 December 2017.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018**

1. Accounting Policies (continued)

1.3 Going concern

The group sustained an overall deficit in the period of £55,890, the deficit on unrestricted funds was £39,445. It is anticipated that further deficits will result in the period to 31 December 2019. At 31 December 2018 the group had free reserves of £64,152.

The trustees are well aware of GB England & Wales' current financial shortfall. Steps have been taken to address the funding gap over the last fifteen months, which has included reducing overheads and staff costs and liquidating assets previously held in property. Significant steps forward have been made, some of this work will not be realised financially until 2019, but work is still required to bridge a gap in funding. During the year GB has secured a £96,000 two year grant from the Methodist Church from October 2018 and grant funding of £35,000 from DCMS to develop a longer term sustainability plan. Since the end of the financial year GB has been in receipt of additional funding from DCMS of £180,357. The Trustees have also worked alongside GB's Leadership Team to develop a sustainability plan which includes an improvement plan and financial plan that reflects the need to review costs, skills and services alongside of the implementation of technology changes to gain efficiencies and improve the effectiveness of service delivery. The sustainability improvement plan sets out the key objectives and actions required over the next three years to support the longer-term sustainability of GB.

The budgets and supporting cash flow forecasts within the financial plan for a period of 12 months from the date of approving these financial statements show the group has sufficient funds to be able to continue. For these reasons the trustees are confident that the group is a going concern and they therefore continue to prepare the accounts on the going concern basis.

1.4 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.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold. Donated facilities are included at the value to the charity where this can be quantified and a third party is bearing the cost. No amounts are included in the financial statements for services donated by volunteers.

Revenue for the trading subsidiary is recognised to the extent that it is probable that the economic benefits will flow to the entity and the revenue can be reliably measured. Revenue is measured as the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018**

1. Accounting Policies (continued)

1.5 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the balance sheet date, unless fair value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading 'Gains/(losses) on investments' in the Statement of Financial Activities incorporating income and expenditure account.

- (i) **Subsidiary undertakings**
Investments in subsidiaries are valued at cost less provision for impairment.

1.6 Intangible fixed assets and amortisation

Intangible assets are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably. Intangible assets are initially recognised at cost and are subsequently measured at cost net of amortisation and any provision for impairment.

1.7 Tangible fixed assets and depreciation

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of financial activities.

Tangible fixed assets are carried at cost or valuation, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Motor vehicles	-	25% per annum
Fixtures and fittings	-	10% per annum
Computer equipment	-	25% per annum

1.8 Taxation

No provision is made for Corporation Tax, as the Charity is able to claim full statutory exemption subject to the proper application of all its charitable resources.

1.9 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018**

1. Accounting Policies (continued)

1.10 Government grants

The charity receives government grants as detailed in note 20. Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

1.11 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.

Governance costs comprise the cost of running the charity, including external audit, Trustees' legal advice and constitutional and statutory compliance costs.

Raising funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

1.12 Funds

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.

1.13 Operating leases

Rentals under operating leases are charged to the Statement of Financial Activities incorporating income and expenditure account on a straight line basis over the lease term.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018**

1. Accounting Policies (continued)

1.14 Basis of consolidation

The financial statements consolidate the accounts of The Girls' Brigade England and Wales and all of its subsidiary undertakings ('subsidiaries').

The company has taken advantage of the exemption contained within section 408 of the Companies Act 2006 not to present its own Income and expenditure account.

The income and expenditure account for the year/period dealt with in the accounts of the company was £55,482 (2017 - £28,447).

1.15 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

1.16 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.

1.17 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.

1.18 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 within interest payable and similar charges.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018**

1. Accounting Policies (continued)

1.19 Employee benefits and pensions

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

The charity also contributes to the Pensions Trust Growth Plan for its employees. This is in most respects a money purchase arrangement, but does include certain guaranteed benefit elements. The Plan is a multi-employer scheme. Since the charity has entered into an agreement (the Recovery Plan that determines how each employer within the scheme will fund the overall deficit), the contributions paid are shown in the income and expenditure account. Under FRS 102, the fair value of the commitment is recognised. The calculation of their fair value of the commitment is subject to an assumption on the discount rate. The discount rate is determined by reference to market yields at the reporting date on high quality bonds.

1.20 Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results.

Critical areas of judgement:

The commitment in respect of the Pensions Trust Growth Plan is subject to an assumption on the discount rate.

THE GIRLS' BRIGADE ENGLAND AND WALES
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

2. Income from donations and legacies

	Unrestricted funds 2018 £	Restricted funds 2018 £	Total funds 2018 £	Total funds 18 months to December 2017 £
Donations and legacies	42,025	7,218	49,243	205,736
Grants	-	97,729	97,729	23,790
	<u>42,025</u>	<u>104,947</u>	<u>146,972</u>	<u>229,526</u>
Total donations and legacies	<u>42,025</u>	<u>104,947</u>	<u>146,972</u>	<u>229,526</u>
	<u>43,369</u>	<u>186,157</u>	<u>229,526</u>	
Total 18 months to 31 December 2017	<u>43,369</u>	<u>186,157</u>	<u>229,526</u>	

3. Investment income

	Total funds 2018 £	Total funds 18 months to December 2017 £
Investment income	-	10
Rental income	-	13,076
Dividends	4,913	8,740
COIF interest	384	-
Bank interest	861	195
	<u>6,158</u>	<u>22,021</u>
Total 2017	<u>22,021</u>	

Investment income was £6,158 (2017: £22,021) of which £1,791 (2017: £2,437) was attributable to restricted and £4,367 (2017: £19,584) was attributable to unrestricted funds.

THE GIRLS' BRIGADE ENGLAND AND WALES
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018**

4. Development of Christian Faith Income (Restricted & Unrestricted funds)

	2018 £	18 months to December 2017 £
Subscriptions	351,397	574,693
The view sales	167	-
Activities and camp fees	95,208	98,145
Annual meeting	1,186	737
European fellowship income	1,983	-
International office income	9,499	15,640
Video & event income	-	5,624
Other income	12,935	3,561
	472,375	698,400

Development of Christian Faith income was £472,375 (2017: £698,400) of which £107,562 (2017: £104,436) was attributable to restricted and £364,813 (2017: £593,964) was attributable to unrestricted funds.

5. Analysis of Expenditure by expenditure type

	Staff costs 2018 £	Depreciation 2018 £	Other costs 2018 £	Total 2018 £	Total 18 months to 31 December 2017 £
	-	-	-	-	160
Fundraising expenses	-	-	144,883	144,883	240,874
Raising funds	-	-	144,883	144,883	241,034
Development of the Christian faith - note 6	255,620	5,456	386,628	647,704	921,926
Governance - note 7	-	-	31,894	31,894	34,535
	255,620	5,456	563,405	824,481	1,197,495
Total 2017	412,701	9,870	774,924	1,197,495	

Raising funds expenditure is all attributable to unrestricted funds.

Charitable activities expenditure was £679,598 (2017: £956,461) of which £232,253 (2017: £230,029) was attributable to restricted and £447,345 (2017: £726,432) was attributable to unrestricted funds.

THE GIRLS' BRIGADE ENGLAND AND WALES
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

6. Charitable activities

	2018	18 months to 31
	£	December 2017
		£
Rent and rates	31,880	45,814
Telephone and fax	15,497	23,014
Insurances	50,430	76,535
Printing, postage and stationery	8,765	15,983
Repairs and renewals	300	3,501
Computer costs	24,530	28,970
Recruitment costs	128	728
Training costs	538	551
Legal and professional costs	3,321	12,222
Motor and travel costs	8,160	12,656
Meeting costs	5	-
International fees	12,467	25,607
Subscriptions	2,214	6,260
Activities and camp costs	139,177	103,915
Grants and donations	28,172	31,268
The View costs	10,151	25,863
Development of new groups	4,268	19,195
Loss on disposal of fixed assets	-	91
Sundries	42,487	52,128
Bank charges and interest paid	4,119	11,309
Development costs - programme	19	3,745
Wages and salaries	235,603	378,903
National insurance	15,678	18,400
Pension cost	4,339	15,398
Depreciation	5,456	9,870
Governance costs (note 7)	31,894	34,535
	679,598	956,461

7. Governance costs

	Total funds	Total funds 18 months to
	2018	December
	£	2017
		£
Auditor and accountancy fees	22,532	16,999
Accountancy fees - outsourced	1,125	2,458
Trustees' and executives' travel and meeting costs	8,237	15,078
	31,894	34,535

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

8. Turnover

All turnover arose within the United Kingdom.

9. Net income/(expenditure)

This is stated after charging:

	2018	18 months to
	£	December 2017
		£
Depreciation of tangible fixed assets:		
- owned by the charitable group	5,456	9,870
Amortisation of intangible fixed assets	1,000	4,500
Auditor's remuneration - audit	16,360	10,000
Auditor's remuneration - non audit	6,172	6,999
	<u>28,988</u>	<u>31,369</u>

10. Auditor's remuneration

The Auditor's remuneration amounts to an Audit fee of £16,360 (2017 - £10,000), and accountancy and VAT services of £6,172 (2017 - £6,999).

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

11. Staff costs

Staff costs were as follows:

	2018	18 months to December 2017
	£	£
Wages and salaries	235,603	378,903
Social security costs	15,678	18,400
Other pension costs	4,339	15,398
	<u>255,620</u>	<u>412,701</u>

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

	2018	2017
	No.	No.
Staff numbers - charitable activities	13	13

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

None of the trustees, nor any person connected to them, received any remuneration during the current or preceding year. 8 members of the Trustee Board (2017: 18) received reimbursed travel expenses amounting to £673 (2017: £2,594).

The charity is heavily reliant upon the support of volunteers who give their time to the work of the Girls' Brigade, which cannot be valued.

The total amount of employee benefits received by the senior management team is £108,092 (2017: £172,184). The charity's senior management team are detailed on page 1.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

12. Intangible fixed assets

<i>Group</i>	Website costs £
Cost	
At 1 January 2018 and 31 December 2018	9,000
Amortisation	
At 1 January 2018	8,000
Charge for the year	1,000
At 31 December 2018	9,000
Carrying amount	
At 31 December 2018	-
At 31 December 2017	1,000

13. Tangible fixed assets

<i>Group and Company</i>	Computer equipment £	Fixtures and fittings £	Total £
Cost			
At 1 January 2018	120,519	96,703	217,222
Additions	-	702	702
Disposals	-	(850)	(850)
At 31 December 2018	120,519	96,555	217,074
Depreciation			
At 1 January 2018	116,879	90,689	207,568
Charge for the year	3,137	2,319	5,456
On disposals	-	(850)	(850)
At 31 December 2018	120,016	92,158	212,174
Net book value			
At 31 December 2018	503	4,397	4,900
At 31 December 2017	3,640	6,014	9,654

All fixed assets are held for the continued use of the Girls' Brigade in furtherance of their charitable objectives.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

14. Fixed asset investments

<i>Group</i>	Listed securities £	Investment property £	Total £
<i>Market value</i>			
At 1 January 2018	282,445	264,048	546,493
Additions	12,767	-	12,767
Disposals	(89,557)	(264,048)	(353,605)
Revaluation gains/(losses)	(4,206)	-	(4,206)
	<u>201,449</u>	<u>-</u>	<u>201,449</u>
<i>Historical cost</i>	<u>143,370</u>	<u>-</u>	<u>143,370</u>

Quoted investments comprising more than 5% of the market value of the portfolio are set out below:

	2018 £	18 months to December 2017 £
Affirmative Fixed Interest Fund for Charities	170,169	173,649
Affirmative Equity Fund for Charities	31,244	33,045
	<u>201,413</u>	<u>206,694</u>

THE GIRLS' BRIGADE ENGLAND AND WALES
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

14. Fixed asset investments (continued)

<i>Company</i>	Listed securities £	Other investments £	Sub total carried forward £
Market value			
At 1 January 2018	282,445	264,048	546,493
Additions	12,767	-	12,767
Disposals	(89,557)	(264,048)	(353,605)
Revaluations	(4,206)	-	(4,206)
	<hr/>	<hr/>	<hr/>
At 31 December 2018	201,449	-	201,449
	<hr/>	<hr/>	<hr/>
Historical cost	143,370	-	143,370
	<hr/>	<hr/>	<hr/>
<i>Company</i>	Sub total brought forward £	Shares in group undertakings £	Total £
Market value			
At 1 January 2018	546,493	1	546,494
Additions	12,767	-	12,767
Disposals	(353,605)	-	(353,605)
Revaluations	(4,206)	-	(4,206)
	<hr/>	<hr/>	<hr/>
At 31 December 2018	201,449	1	201,450
	<hr/>	<hr/>	<hr/>
Historical cost	143,370	-	143,370
	<hr/>	<hr/>	<hr/>

Company material investments

	2018 £	2017 £
Affirmative Fixed Interest Fund for Charities	170,169	173,649
Affirmative Equity Fund for Charities	31,244	33,045
	<hr/>	<hr/>
	201,413	206,694
	<hr/>	<hr/>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

15. Stocks

	Group		Company	
	2018	2017	2018	2017
	£	£	£	£
Finished goods and goods for resale	36,371	39,264	1,760	1,184

16. Current asset investments

	Group		Company	
	2018	2017	2018	2017
	£	£	£	£
Unlisted investments	-	50,000	-	50,000

17. Debtors

	Group		Company	
	2018	2017	2018	2017
	£	£	£	£
Trade debtors	12,845	15,376	3,693	3,918
Amounts owed by group undertakings	-	-	67,809	49,460
Other debtors	34,685	49,066	34,685	49,066
Prepayments and accrued income	2,487	10,972	2,201	10,592
	50,017	75,414	108,388	113,036

18. Creditors: Amounts falling due within one year

	Group		Company	
	2018	2017	2018	2017
	£	£	£	£
Other loans	-	13,000	-	13,000
Trade creditors	5,783	18,810	3,664	12,566
Other taxation and social security	4,971	6,058	4,971	6,058
Pension liability due within one year	28,000	27,000	28,000	27,000
Other creditors	12,018	17,897	8,837	17,738
Accruals and deferred income	117,839	99,601	112,739	97,901
	168,611	182,366	158,211	174,263

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

18. Creditors: Amounts falling due within one year (continued)

	<u>Group</u>		<u>Company</u>	
	2018	2017	2018	2017
	£	£	£	£
<i>Deferred income</i>				
Deferred income at 1 January 2018	87,440	253,435	87,440	253,435
Resources deferred during the year	96,780	87,440	96,780	87,440
Amounts released from previous years	(87,440)	(253,435)	(87,440)	(253,435)
Deferred income at 31 December 2018	<u>96,780</u>	<u>87,440</u>	<u>96,780</u>	<u>87,440</u>

The deferred income is in respect of events occurring in future periods and subscriptions received in advance.

19. Creditors: Amounts falling due after more than one year

	<u>Group</u>		<u>Company</u>	
	2018	2017	2018	2017
	£	£	£	£
Pension liability	<u>165,246</u>	<u>193,271</u>	<u>165,246</u>	<u>193,271</u>

Creditors include amounts not wholly repayable within 5 years as follows:

	<u>Group</u>		<u>Company</u>	
	2018	2017	2018	2017
	£	£	£	£
Repayable by instalments	<u>45,246</u>	<u>76,271</u>	<u>45,246</u>	<u>76,271</u>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

20. Statement of funds

Statement of funds - current year

	Balance at 1 January 2018 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2018 £
Unrestricted funds						
General funds - charity	(152,800)	417,113	(477,460)	223,616	-	10,469
General fund - trading	729	139,384	(139,793)	-	-	320
Revaluation reserve	287,409	-	-	(224,049)	(5,281)	58,079
Pension reserve	(220,271)	-	25,025	-	2,000	(193,246)
	<u>(84,933)</u>	<u>556,497</u>	<u>(592,228)</u>	<u>(433)</u>	<u>(3,281)</u>	<u>(124,378)</u>
Restricted funds						
Matilda Alice Hubbard fund	32,577	-	(1,990)	-	-	30,587
The Irene Bosworth Friendship Fund	3,707	-	-	-	-	3,707
DCLG Grant	13,684	-	(18,743)	5,059	-	-
DCLG Start Up Grants	68,258	-	(3,338)	(4,626)	-	60,294
SLF/YML Income	175	-	-	-	-	175
YUF	-	35,000	(25,205)	-	-	9,795
DofE	-	912	(717)	-	-	195
Build Hope	-	48,184	(11,324)	-	-	36,860
Branches' funds	540,130	124,804	(165,580)	-	1,075	500,429
Keep On Keepin On	450	5,400	(5,356)	-	-	494
	<u>658,981</u>	<u>214,300</u>	<u>(232,253)</u>	<u>433</u>	<u>1,075</u>	<u>642,536</u>
Total of funds	<u>574,048</u>	<u>770,797</u>	<u>(824,481)</u>	<u>-</u>	<u>(2,206)</u>	<u>518,158</u>

Matilda Alice Hubbard fund

Matilda Alice Hubbard left a property to the charity in her will specifically for the purpose of providing a training and holiday home/camp for the use of charity. Subsequent to her death in 1932, the charity purchased an adjacent property and land and two properties became known as "Holcot". The property was sold during the year ending 31 March 2002 and the proceeds relating to the original bequest were transferred into a specific restricted fund.

Irene Bosworth Friendship fund

The Irene Bosworth Friendship Fund is to support leadership and training.

DCLG Grant

This fund is to help open new groups, increase existing groups and recruit and equip new leaders in specific geographical locations.

**NOTES TO THE FINANCIAL STATEMENTS
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20. Statement of funds (continued)

DCLG Start Up Grants

This fund is available to local new groups being established via the DCLG work. Groups may apply for one grant up to a maximum of £4,500 to financially support the new group as it becomes established and self-sustaining.

SLF/YML Income

This fund is to help open new groups, increase existing groups and recruit and equip new leaders across the London area.

YUF

The YUF Stronger Foundations grant was awarded through the Uniformed Youth Fund provided by the Department for Digital, Culture Media and Sport, administered by Youth United Foundation. The grant was given in order to fund work of key staff in developing sustainability for GB moving forward. The initial tranche received in 2018 funded core posts to free up capacity to create a sustainability plan and work on redeveloping GB's new group process. Future tranches in 2019 will continue to fund core work on implementing the plan, as well as funding new digital infrastructure in the form of a new website and database. Alongside this, further funding under the banner of Reach, will enable GB to grow new and existing groups.

DofE

The DofE Diamond Fund was launched by the Duke of Edinburgh's Award to celebrate its Diamond Anniversary. It aims to enable more disadvantaged young people to take part in the DofE Scheme. As a long-term licenced DofE partner, GB has been offering young people the opportunity to take part in the scheme for many years. This additional funding provided opportunities for more young people to take part through the funding of equipment and resource packs.

Build Hope

The Build Hope Project, funded through a Methodist Connexional Grant, aims to Build Hope for girls and young women, for the local church, and for GB. Through the project, GB aims to:

Increase our engagement and partnership with local churches and extend the number of local groups that are delivered across England and Wales.

Work with local churches to develop communities of 18-30s women looking to explore the Christian faith

Help to increase the confidence of GB leaders and church members to share their faith at work, school and in the local community

Consult with local churches to enable them to 'look out from the Rooftop' to identify the needs of the local communities and develop strategies to engage with and share the love of God with those around them

Branches' Funds

Branch funds are only available for use by the branches concerned and therefore are deemed to be restricted funds for the purposes of the financial statements.

Keep On Keepin On

Koko is a film and digital project for a target audience - teenage girls. It provides encouraging and constructive views on issues facing teenage girls, pointing them to support agencies on specific issues e.g. Self-Harm. The initiative also resources youth leaders, working alongside GBEW to release resources that accompany films, for use in youth groups.

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20. Statement of funds (continued)

Transfers

The transfer of £5,059 is in regards to the start up grants which were given to new groups which have subsequently closed and therefore, have been transferred to the DCLG General restricted fund.

Statement of funds - prior year

	Balance at 1 July 2016 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2017 £
General funds						
General funds - charity	(22,790)	664,203	(753,518)	(40,695)	-	(152,800)
General fund - trading	17,766	227,979	(245,016)	-	-	729
Revaluation reserve	310,630	-	-	-	(23,221)	287,409
Pension reserve	(251,339)	-	31,068	-	-	(220,271)
	<u>54,267</u>	<u>892,182</u>	<u>(967,466)</u>	<u>(40,695)</u>	<u>(23,221)</u>	<u>(84,933)</u>
Restricted funds						
Matilda Alice Hubbard fund	45,040	-	(12,463)	-	-	32,577
The Irene Bosworth Friendship Fund	3,707	-	-	-	-	3,707
DCLG Grant	35,680	-	(42,517)	20,521	-	13,684
DCLG Start Up Grants	95,293	-	(6,514)	(20,521)	-	68,258
SLF/YML Income	175	-	-	-	-	175
Other restricted funds	1,807	-	(1,807)	-	-	-
Branches' funds	371,519	286,677	(123,553)	5,487	-	540,130
Jerusalem Trust	(2,688)	-	(13,060)	15,748	-	-
Keep On Keepin On	5,953	4,524	(10,027)	-	-	450
Esther Collective	25	1,829	(19,375)	17,521	-	-
UK Girl	(1,226)	-	(713)	1,939	-	-
	<u>555,285</u>	<u>293,030</u>	<u>(230,029)</u>	<u>40,695</u>	<u>-</u>	<u>658,981</u>
Total of funds	<u>609,552</u>	<u>1,185,212</u>	<u>(1,197,495)</u>	<u>-</u>	<u>(23,221)</u>	<u>574,048</u>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

Summary of funds - current year

	Balance at 1 January 2018 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2018 £
General funds	(84,933)	556,497	(592,228)	(433)	(3,281)	(124,378)
Restricted funds	658,981	214,300	(232,253)	433	1,075	642,536
	<u>574,048</u>	<u>770,797</u>	<u>(824,481)</u>	<u>-</u>	<u>(2,206)</u>	<u>518,158</u>

Summary of funds - prior year

	Balance at 1 July 2016 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2017 £
General funds	54,267	892,182	(967,466)	(40,695)	(23,221)	(84,933)
Restricted funds	555,285	293,030	(230,029)	40,695	-	658,981
	<u>609,552</u>	<u>1,185,212</u>	<u>(1,197,495)</u>	<u>-</u>	<u>(23,221)</u>	<u>574,048</u>

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NOTES TO THE FINANCIAL STATEMENTS
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21. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2018 £	Restricted funds 2018 £	Total funds 2018 £
Tangible fixed assets	4,716	184	4,900
Fixed asset investments	(15,610)	217,059	201,449
Current assets	207,483	438,183	645,666
Creditors due within one year	(155,721)	(12,890)	(168,611)
Creditors due in more than one year	(165,246)	-	(165,246)
	<u>(124,378)</u>	<u>642,536</u>	<u>518,158</u>

Analysis of net assets between funds - prior year

	Unrestricted funds 2017 £	Restricted funds 2017 £	Total funds 2017 £
Intangible fixed assets	1,000	-	1,000
Tangible fixed assets	7,854	1,800	9,654
Fixed asset investments	247,470	299,023	546,493
Current assets	29,905	362,633	392,538
Creditors due within one year	(177,891)	(4,475)	(182,366)
Creditors due in more than one year	(193,271)	-	(193,271)
	<u>(84,933)</u>	<u>658,981</u>	<u>574,048</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

22. Reconciliation of net movement in funds to net cash flow from operating activities

	Group	
	2018	Restated 2016
	£	£
Net expenditure for the year (as per Statement of Financial Activities)	(57,890)	(35,504)
Adjustment for:		
Amortisation and depreciation charges	6,456	14,370
Losses on investments	4,206	23,221
Dividends, interest and rents from investments	-	8,000
Loss on the sale of fixed assets	-	191
Decrease in stocks	2,893	15,879
Decrease in debtors	25,397	13,904
Decrease in creditors	(1,755)	(231,068)
Pension deficit contributions	(27,025)	(26,000)
Pension interest expense	2,000	4,000
Net cash used in operating activities	(45,718)	(213,007)

23. Analysis of cash and cash equivalents

	Group	
	2018	2017
	£	£
Cash in hand	559,278	227,860
Total	559,278	227,860

24. Pension commitments

Pensions Trust Growth Plan

The company participates in the scheme, a multi-employer scheme which provides benefits to some 1,300 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

NOTES TO THE FINANCIAL STATEMENTS
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24. Pension commitments (continued)

The scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation of the Scheme was carried out at 30 September 2017. This valuation showed assets of £795m, liabilities of £926m and a deficit of £131m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

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Deficit contributions

From 1 April 2019 to 31 January 2025:	£11,243,000 per annum	(payable monthly and increasing by 3% each on 1st April)
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The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that related to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

PRESENT VALUES OF PROVISION

	31 December 2018 (£000s)	31 December 2017 (£000s)	31 December 2016 (£000s)
Present value of provision	193	220	242

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Period Ending 31 December 2018 (£000s)	Period Ending 31 December 2017 (£000s)
Provision at start of period	220	242
Unwinding of the discount factor (interest expense)	2	4
Deficit contribution paid	(27)	(26)
Remeasurements - impact of any change in assumptions	(2)	0
Remeasurements - amendments to the contribution schedule	-	-
Provision at end of period	193	220

INCOME AND EXPENDITURE IMPACT

	Period Ending 31 December 2018 (£000s)	Period Ending 31 December 2017 (£000s)
Interest expense	2	4
Remeasurements - impact of any change in assumptions	(2)	0

As at the balance sheet date there were 2 (2017: 2) active members of the Plan employed by The Girls' Brigade England and Wales'. The Girls' Brigade England and Wales' continues to offer membership of the Plan to its

**NOTES TO THE FINANCIAL STATEMENTS
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employees.

The present value of the deficit repayment provision and the rates of discount used are as follows:

ASSUMPTIONS

	31 December 2018 % per annum	31 December 2017 % per annum	31 December 2016 % per annum
Rate of discount	1.75	1.39	1.44

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

DEFICIT CONTRIBUTIONS SCHEDULE

Year ending	31 December 2018 (£000s)	31 December 2017 (£000s)	31 December 2016 (£000s)
Year 1	28	27	26
Year 2	29	28	27
Year 3	30	29	28
Year 4	30	30	29
Year 5	31	30	30
Year 6	32	31	30
Year 7	25	32	31
Year 8	-	25	32
Year 9	-	-	25

Defined contribution pension plan

The charity operates a defined contribution pension plan for its employees. The amount recognised as an expense in the period was £4,339 (2017: £15,398).

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**NOTES TO THE FINANCIAL STATEMENTS
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25. Operating lease commitments

At 31 December 2018 the total of the group's future minimum lease payments under non-cancellable operating leases was:

<i>Group</i>	Land and buildings		Other	
	2018	2017	2018	2017
	£	£	£	£
<i>Amounts payable:</i>				
Within 1 year	31,800	30,800	10,222	13,809
Between 1 and 5 years	137,200	133,200	23,746	4,386
After more than 5 years	-	35,800	-	-
Total	169,000	199,800	33,968	18,195

26. Related party transactions

The charitable company is exempt from disclosing transactions between it and other group members as its results are consolidated. The consolidated statements of the entity are publicly available from The Charity Commission.

During the period 3 Trustees (2017: 4), together with a Trustee of Girls' Brigade Ministries, made donations of £1,408 (2017: £1,480) to the charitable company.

During the period Mr L Hamlyn, the husband of Mrs S Hamlyn, a trustee of Girls' Brigade Ministries, the former parent company, was paid £1,464 (2017: £2,495) for his services as a worship leader.

During the period, Mrs E Insley, a trustee, loaned £nil (2017: £13,000) to the charity.

27. Held in Trust

	Gildry House Fund South Downs District Division £
At 1 January 2018	7,994
Net gains/ (losses) on revaluation	-
At 31 December 2018	7,994

The fund is held on behalf of branches within Girls' Brigade.

The associated income earned is forwarded to the relevant party when requested. There is no charge for the administration of this fund.

THE GIRLS' BRIGADE ENGLAND AND WALES
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

THE GIRLS' BRIGADE ENGLAND AND WALES
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28. Principal subsidiaries

GBEW Trading Limited

Subsidiary name	GBEW Trading Limited
Basis of control	Share ownership
Equity shareholding %	100%
Total assets as at 31 December 2018	£ 78,530
Total liabilities as at 31 December 2018	£ (78,209)
Total equity as at 31 December 2018	£ 321
Turnover for the year ended 31 December 2018	£ 139,383
Expenditure for the year ended 31 December 2018	£ (139,791)
Loss for the year ended 31 December 2018	£ (408)