

**BEN – Motor and Allied
Trades Benevolent Fund
(Limited by Guarantee)**

**Company Number
02163894**

Report and Financial Statements

Year Ended 31 March 2010

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Ben-Motor and Allied Trades Benevolent Fund (Limited by Guarantee)

**Annual report and financial statements
for the year ended 31 March 2010**

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Ben-Motor and Allied Trades Benevolent Fund (Limited by Guarantee)

Annual report and financial statements for the year ended 31 March 2010

The Trustees are pleased to present their report together with the financial statements of the fund for the year ending 31st March 2010

OBJECTS AND ACTIVITIES

BEN's objects are to relieve distress and financial hardship by the provision of financial support and facilities to people resident in the UK or the Republic of Ireland who

- (a) are working or have worked in a qualifying trade or industry; or
- (b) are members of a qualifying organisation, or
- (c) are close dependants of any such person.

For the purposes of these objects

- residence in the UK or the Republic of Ireland shall mean residence which entitles the resident to claim Housing Benefit in the UK or the equivalent benefit in the Republic of Ireland
- a qualifying trade or industry shall include the motor, agricultural engineering, cycle and allied trades and industries

Facilities may also be provided for the benefit of the wider public (to the extent that these facilities are not required for the benefit of people who do qualify).

BEN achieves its objects by

- Giving assistance to people in their own homes
- Giving grants
- Making loans (both secured and unsecured) and
- The provision of nursing and residential care, day care and sheltered housing for elderly and younger disabled people, those in poverty are not excluded from the opportunity to benefit

The strategies employed to achieve BEN's objectives are to operate.

- Welfare Offices in Ascot, Birmingham, Manchester and Newport (Gwent)
- Nursing and Residential Centres in Ascot, Rugby, Southport and Berwick-upon-Tweed and
- Day Care Centre in Coventry.

PUBLIC BENEFIT

The potential number of beneficiaries that are eligible for BEN's services is estimated to be in excess of 2 million in the UK and Republic of Ireland together with their close dependents. The Trustees have reviewed the Charity Commission Guidance on Public Benefit and believe that those eligible for services represent a significant proportion of the UK population and BEN complies with the Charities Act 2006

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ACHIEVEMENTS AND PERFORMANCE

BEN continues to provide a high level of service to all its beneficiaries

Welfare

Welfare Officers make and maintain contact with existing and potential beneficiaries across the UK and Ireland by either visiting them in their own homes or giving support and advice over the telephone. The team provides advice, support, friendship and financial assistance to those suffering hardship and distress. A network of more than 100 volunteers supports the Welfare Officers. Welfare service costs totalled £1,292,205 (£1,380,707 in 2008/2009).

The Welfare committee considered 620 new cases (758 2008/09) to which financial assistance were given. The total active cases were 5,044 (14,123 people) compared to 5,304 (14,851 people) in the previous year. Over 1,400 contacts (2,608 2008/09) were made to beneficiaries in the year to give help, advice and support and to ensure they obtain all benefits to which they are entitled.

Grants to individuals totalled £499,402 (£616,364 2008/09) in the year. This included £43,781 (£58,666 2008/2009) received from other charities for distribution to individuals. BEN provides a vital role in working alongside such organisations to ensure that individuals get the help that is available. Note 6 shows an analysis of Welfare Services Costs.

Care of Residents and Housing

The overall costs of Residents and Housing reduced by 1.9% from £8,716,129 in 2008/2009, to £8,546,611 in 2009/10. This downwards movement resulted from a robust review of staffing levels, shift patterns, and procurement across all centres. Redundancies were kept to a minimum as more efficient shift patterns were introduced. We have also seen the benefits of the care staff review, introduced in November 2008, which has resulted in lower turnover and fewer days lost through sickness.

Of those receiving nursing and residential care 60% are in receipt of state benefits which do not meet the full cost of their care, they are subsidised by BEN. Fee paying residents who exhaust their financial resources continue to be supported by BEN.

The service continues to be financially supported by fundraising income of £1,787,476. The campaign to obtain higher levels of fees from local authorities continues.

Nursing and Residential Centres

BEN's four nursing and residential centres provide a range of services including sheltered housing, residential accommodation, respite and permanent nursing beds.

During 2009/10 the highest quality of care continued to be delivered to BEN's residents in the Centres. At the year-end 314 (301 in 2008/2009) were residing at the four Centres. Average occupancy across the year was 92.5% (89.0% 2008/2009).

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All centres continue to meet the standards required by the Care Quality Commission (CQC) and exceed requirement in many areas. Inspection reports can be viewed or downloaded at www.cqc.org.uk BEN Centres are particularly commended for their commitment to training of staff, recognised during Adult Learners Week in May 2010. In 2009/10, we have introduced training courses, over and above mandatory requirements, on Deprivation of Liberty Safeguarding (DOLS), Equality and Diversity and new courses supporting the National Dementia Strategy, 'Yesterday, Today, Tomorrow' We are also commended for our therapeutic activities, both physical and diversional

Alexandra House achieved, yet again, Assured Care Level 5 which guarantees the top level of funding available from Sefton Local Authority. The kitchen team from Town Thorns represented BEN at a local dementia conference, demonstrating their moulded food programme. Both Lynwood and Alexandra House maintained their 'excellent' ratings from CQC, while Town Thorns and Birch Hill are rated 'good'.

Day Centre

The BEN Day Care Centre in Coventry has been preparing for wholesale changes in the procurement of older peoples' services by Coventry City Council. In the meantime, its reputation for providing high quality care to its members continues.

Average attendance per day was 19 (19 in 2008/2009)

Blakes Benevolent Trust

BEN came to an agreement with Blakes Benevolent Trust (Charity Number 225268) in March 2010 to transfer its funds and services to BEN in 2010/11.

Blakes Benevolent Trust has similar objects to BEN but restricted to employees and former employees (and their dependents) of the Blake Company Limited; Blakes Motors and Albany Garages Limited.

Fundraising Performance

The Board keeps the fundraising strategy and return on fundraising costs under review. The fundraising team raises funds from individuals, companies, trade and membership associations and trusts.

The year was exceptionally challenging for the Fundraising and Communications team. Staffing levels were cut as part of the BEN-wide review of staffing levels which resulted in an overall reduction in costs of £378,268 (22.5%).

Fundraising income fell by 10.5% from £5,085,965 in 2008/9 to £4,549,665 in 2009/10. However, the outcome was higher than budgeted expectations.

Bentrade Performance

Bentrade is the trading company of BEN and donates all of its profits to BEN. This totalled £243,728 (£191,608 in 2008/2009). The company also collected a further £4,000 in donations. See Note 4.

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Investment Performance

The Board has adopted the primary objective of a high and steady level of income by investing in UK equities, targeting a yield of 30% in excess of the FTSE All Share Index.

The secondary target is to provide capital growth in order that the investment outperforms the FTSE All Share Index on a total return basis after costs over a rolling five-year period. Investment income totalled £242,569 for the year (£242,683 in 2008/2009).

The Board believes that the investments are achieving these objectives and meets regularly with Cazenove Investment Fund Management Ltd., BEN's investment managers.

EMPLOYEES AND VOLUNTEERS

In 2009/10 BEN employed, on average, 387 permanent employees (full & part-time) supported by around 60 bank staff and 180 volunteers; their dedication enables BEN to provide the care and support our beneficiaries deserve. Of our employees 67% were aged over 40, and the majority (83%) are female. Our workforce is ethnically diverse with 15% coming from ethnic minorities. In 2009/10 we retained 88.5% of employees. BEN aims to attract the best people in all areas through rigorous recruitment procedures. We invest in a strong induction process which includes familiarisation with all aspects of BEN's operation.

Staff costs including agency payments totalled £7,294,305 (£8,199,653 in 2008/2009) some 65.3% of overall costs with 90% of our workforce working in our residential care or welfare services (see note 26).

Communication

Communicating and consulting with our employees is an important part of maintaining relationships and efficiency. Employees may consult with the Company via nominated staff representatives.

Equality and Diversity

Attracting and retaining a culturally and socially diverse workforce enables us to recruit the best people and meet the needs of the communities in which we operate. We have written commitments to equal opportunities covering sex, age, gender reassignment, pregnancy, colour, race or nationality, ethnic or national origins, sexual orientation, religion or belief, disability and/or whether someone is married or is a civil partner.

We provide a mix of flexible working arrangements without compromising business efficiency. These help encourage workforce diversity.

Pay and benefits

Pay and benefits are important considerations for everyone. Providing the right level of total reward is particularly important to attract and retain the highest quality of staff.

We aim to provide a competitive reward package and have implemented a revised pay and grade structure for all care staff; this recognises training achievements and willingness to take on responsibility.

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Training and development

BEN is committed to the development of its staff and volunteers. To help colleagues fulfil their career ambitions, and continue their own personal and professional development, the training we offer is designed to provide the necessary skills to perform their duties to the highest standard. During the year over 3,000 training sessions have been held across BEN.

Three of BEN's centres have achieved the 'Investors in People' standard, and our remaining locations are working towards this.

Health & Safety and Wellbeing

BEN has a legal and moral responsibility to protect the health & safety of its employees and the people who enter its premises. We operate a system to ensure workplace health & safety is safeguarded and provides a range of occupational health services to colleagues.

PENSIONS

BEN Staff Pension and Assurance Scheme (Final Salary Scheme)

The Plan is administered by BBS Consultants and Actuaries LLP. The Scheme Actuary is Mr P A Bunzl, F I A. of BBS.

Following negotiations with the Employer and Pension Trustees the amount paid into the scheme by the employer was reduced from £220K to £110K following a negative pledge agreement which has been secured on Birch Hill Care Centre.

Group Personal Pension Plan

As a matter of good governance the Audit Committee oversees the administration of the Group Personal Pension Plan. The Plan was introduced on 1 April 2002 with BEN contributing 3% of employees' gross monthly salary.

The Plan is administered by Jelf Corporate Consultancy, part of the Jelf Group plc.

**Annual report and financial statements
for the year ended 31 March 2010**

FINANCIAL REVIEW

The start of the financial year saw a review of staffing levels within BEN as income was predicted to fall significantly for the third year in succession.

Costs fell by £1,140,386 (9.7%) on a like-for-like basis which has now been abated by £500,000 of accelerated depreciation being charged to the Lynwood site to reflect the timings of the proposed development, which will see the entire site re-developed.

Charitable expenditure overall reduced by £262,118 (2.6%) following the review of staffing levels. Charitable expenditure totalled 88% in the year.

Cash and Bank balances increased in the year by £868,994.

Reserves

The Board reviews the level of reserves needed annually. BEN needs free reserves to

- Provide working capital
- Fund any unexpected shortfall in income and/or increased expenditure
- Provide funds for major repairs/refurbishment of BEN's properties.

The Board has concluded that to allow the Fund to be managed efficiently and to provide a buffer for uninterrupted services, an overall objective is to create a reserve equivalent to four months revenue expenditure (£3.7million 2009/10). The impact of the recession on the Automotive Industry and its ability to support BEN has meant that there has been only limited progress in creating this reserve in 2009/10.

Ben-Motor and Allied Trades Benevolent Fund (Limited by Guarantee)

**Annual report and financial statements
for the year ended 31 March 2010**

SPECIFIC OBJECTIVES 2009/10

Implement a Restructuring Programme following a Cost Review

During the first quarter of the financial year 38 staff were declared redundant. Together with the standardisation of shift patterns, savings of £1million are being achieved.

Develop and agree a clearly defined strategy

Trustees and Managers within BEN have participated in Strategy Workshops, the outcome of which will be presented to the Board later in 2010.

Progress Lynwood development to the planning stage

The Trustees approved the funds to prepare and submit a Hybrid Planning Application to the Royal Borough of Windsor and Maidenhead for the complete re-development of the Lynwood site

Progress integration of key databases

Work on this project has progressed but resource constraints have prevented its completion. A budget has been identified for 2010/11.

Implement Fundraising and Communications operational plan

The new BEN website was launched in January 2010.

Implement the use of 'New Media' channels in BEN's communications

BEN continues to utilise and integrate further technology such as blogs and social networking media so that a wider audience can be reached for minimal expenditure.

Carry out a structural review of BEN's buildings and develop a 10-year maintenance strategy

The review was completed in the year which has resulted in a rolling 3-year planned maintenance programme.

Development of Key Performance Indicators (KPI's)

KPI's have been enhanced and developed by the introduction of 'digital dashboards' together with additional graphics as an integral part of the management reporting process.

Ben-Motor and Allied Trades Benevolent Fund (Limited by Guarantee)

**Annual report and financial statements
for the year ended 31 March 2010**

PLANS FOR THE FUTURE

The following objectives have been set for 2010/11

- Submission of a Hybrid Planning Application to the Royal Borough of Windsor and Maidenhead in respect of the Lynwood site.
- Complete the BEN strategy and present to the Board
- Develop other Key Performance Indicators
- Complete integration of databases
- Increase the offering of welfare services through a web portal and a new Welfare Officer in Scotland
- Extend care provision by partnering with other 'Not for Profit' organisations who have similar values to BEN.
- Increase the awareness of BEN within the industry to increase our beneficiaries and donors.
- Instigate the first part of changes to the Governance arrangements in BEN agreed by the Trustees.

**Annual report and financial statements
for the year ended 31 March 2010**

TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

The Trustees are responsible for preparing the Annual Report and the financial statements in accordance with the Companies Act 2006 and for being satisfied that the financial statements give a true and fair view. The Trustees are also responsible for preparing the financial statements in accordance with 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 charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to

- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are reasonable and prudent,
- state whether applicable 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 charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that show and explain the charity's transactions, disclose with reasonable accuracy at any time the financial position of the charity, and enable them to ensure that the financial statements comply with the Companies Act 2006, The Housing Act 2004 and the Accounting Requirements for Registered Social Landlords General Determination 2006.

They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Financial statements are published on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions. The maintenance and integrity of the group's website is the responsibility of the Trustees. The Trustees' responsibility also extends to the ongoing integrity of the financial statements contained therein.

All of the current trustees have taken all the steps that they ought to have taken to make them aware of any information needed by the group's auditors for the purpose of their audit and to establish that the auditors are aware of that information. The trustees are not aware of any relevant information of which the auditors are unaware.

By order of the Trustees



**B Cottrell
Secretary**

27th July 2010

Ben-Motor and Allied Trades Benevolent Fund (Limited by Guarantee)

**Report of the independent auditors
for the year ended 31 March 2010**

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF BEN-MOTOR
AND ALLIED TRADES BENEVOLENT FUND**

We have audited the financial statements of Ben-Motor Allied Trades Benevolent Funds for the year ended 31 March 2010 which comprise the Consolidated Statement of Financial Activities, the Consolidated Summary Income and Expenditure Account, the Consolidated and Charity Balance Sheets, the Consolidated Cash Flow Statement and the related notes. These financial statements have been prepared under the accounting policies set out therein.

This report is made solely to the charity's trustees and members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and the Charities and Trustee Investment (Scotland) Act 2005. Our audit work has been undertaken so that we might state to the charity's trustees and members 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 charity and the charity's trustees and members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditors

The trustees (who are also the directors of the company for the purposes of company law) responsibilities for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and for being satisfied that the financial statements give a true and fair view are set out in the Statement of Trustees' Responsibilities.

We have been appointed auditors under the Companies Act 2006 and under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and report to you in accordance with regulations made under those Acts.

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

We report to you our opinion as to whether the financial statements have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, have been prepared in accordance with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006, and give a true and fair view. We also report to you whether in our opinion the information given in the Trustees' Annual Report is consistent with the financial statements.

In addition we report to you if, in our opinion, the charity has not kept adequate and proper accounting records, if the charity's statement of account is not in agreement with these accounting records, if we have not received all the information and explanations we require for our audit, or if certain disclosures of trustees' remuneration specified by law are not made.

We read the Trustees' Annual Report and consider the implications for our report if we become aware of any apparent misstatements within it.

Ben-Motor and Allied Trades Benevolent Fund (Limited by Guarantee)

**Report of the independent auditors
for the year ended 31 March 2010**

Basis of audit opinion


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

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

Opinion

In our opinion:

- the group financial statements give a true and fair view of the state of the group's affairs as at 31 March 2010 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- the parent charitable company financial statements give a true and fair view of the state of the parent charitable company's affairs as at 31 March 2010;
- the financial statements have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice,
- the financial statements have been properly prepared in accordance with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006, and
- the information given in the Trustees' Annual Report is consistent with the financial statements



Malcolm Thixton, Senior Statutory Auditor
for and on behalf of BDO LLP, Statutory Auditor
BDO LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006
Southampton
United Kingdom
27th July 2010

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127)

Ben-Motor and Allied Trades Benevolent Fund (Limited by Guarantee)

**Consolidated statement of financial activities
for the year ended 31 March 2010
(incorporating an income and expenditure account)**

	Note	Unrestricted funds 2010 £	Restricted funds 2010 £	Permanent endowment funds 2010 £	Total 2010 £	Total 2009 £
Incoming resources						
<i>Incoming resources from charitable activities</i>						
Fees and rents	3	6,759,135	-	-	6,759,135	6,232,214
<i>Activities for generating funds</i>						
Voluntary income	3	3,925,004	51,955	-	3,976,959	4,590,546
Trading activities	4	572,706	-	-	572,706	495,419
Investment income		242,569	-	-	242,569	242,683
Interest Received		200	-	-	200	-
Other incoming resources		-	-	-	-	16,754
Commercial Rents		45,327	-	-	45,327	25,580
Total incoming resources		11,544,941	51,955	-	11,596,896	11,603,196
Resources expended						
Cost of generating funds						
Trading activities	4,5	328,978	-	-	328,978	303,811
Fundraising and publicity	5	969,049	-	-	969,049	1,372,484
		1,298,027	-	-	1,298,027	1,676,295
<i>Charitable expenditure</i>						
Care of residents and housing	5	7,977,652	568,959	-	8,546,611	8,716,129
Welfare Services	5	1,248,424	43,781	-	1,292,205	1,380,707
Governance costs	5	14,831	-	-	14,831	18,929
		9,240,907	612,740	-	9,853,647	10,115,765
Total resources expended	5	10,538,934	612,740	-	11,151,674	11,792,060
Net (outgoing)/incoming resources		1,006,007	(560,785)	-	445,222	(188,864)
Net investment gain/(loss)	7,8	9,557	-	804,879	814,436	(840,421)
Actuarial gain/(loss) on defined benefit pension scheme	27	(864,000)	-	-	(864,000)	(962,000)
Net movement in funds	20	151,564	(560,785)	804,879	395,658	(1,991,285)

Ben-Motor and Allied Trades Benevolent Fund (Limited by Guarantee)

**Consolidated statement of financial activities
for the year ended 31 March 2010
(incorporating an income and expenditure account) (Continued)**

	Note	Unrestricted funds 2010 £	Restricted funds 2010 £	Permanent endowment funds 2010 £	Total 2010 £	Total 2009 £
Reconciliation of funds						
Net movement in funds brought forward		151,564	(560,785)	804,879	395,658	(1,991,285)
Funds brought forward as at 1/4/2009		2,697,120	5,867,095	4,314,896	12,879,111	14,870,396
Funds carried forward at 31 March 2010	20	2,848,684	5,306,310	5,119,775	13,274,769	12,879,111

All operations are continuing operations

There are no recognised gains and losses other than those shown above

The notes on pages 18 to 40 form part of these financial statements

Ben-Motor and Allied Trades Benevolent Fund (Limited by Guarantee)
Company Number: 02163894

Balance sheet
at 31 March 2010

		2010		2009	
	Note	Consolidated £	Company £	Consolidated £	Company £
Fixed assets					
Tangible assets	9	8,408,956	8,408,956	9,038,563	9,038,563
Investments	10	5,250,137	5,252,539	4,442,320	4,444,721
		13,659,093	13,661,495	13,480,883	13,483,284
Current assets					
Property held for resale		232,756	232,756	106,268	106,268
Stock		24,164	13,921	39,168	29,181
Debtors	12	750,747	1,043,834	827,869	934,483
Cash at bank and in hand	13	1,018,243	960,993	155,982	22,043
		2,025,910	2,251,504	1,129,287	1,091,975
Creditors: amounts falling due within one year	14	(680,287)	(908,283)	(760,687)	(725,776)
Net current (liabilities)/assets		1,345,623	1,343,221	368,600	366,199
Total assets less current liabilities		15,004,716	15,004,716	13,849,483	13,849,483
Creditors: amounts falling due after more than one year	15	(200,947)	(200,947)	(228,372)	(228,372)
Total assets excluding pension scheme liability		14,803,769	14,803,769	13,621,111	13,621,111
Pension Scheme liability		(1,529,000)	(1,529,000)	(742,000)	(742,000)
Total net assets including pension liability		13,274,769	13,274,769	12,879,111	12,879,111
Funds	20	13,274,769	13,274,769	12,879,111	12,879,111

The financial statements were approved by the Management Board on 27 July 2010 and signed on its behalf by

President

Honorary Treasurer

The notes on pages 18 to 40 form part of these financial statements

Ben-Motor and Allied Trades Benevolent Fund (Limited by Guarantee)

**Consolidated cash flow statement
for the year ended 31 March 2010**

	Note	2010		2009	
		£	£	£	£
Net cash inflow from operating activities	22		757,135		(397,789)
Returns on investments					
Investment income received		242,569		242,683	
Interest paid	23	(4,511)		(12,608)	
					230,075
Capital expenditure and financial investment			238,058		
Repayment of Housing Corporation grant		-		-	
Purchase of tangible assets		(107,138)		(107,383)	
Proceeds on sale of tangible assets		-		-	
Purchase of investments		(575,918)		(526,605)	
Proceeds on sale of investments		443,267		-	
Mortgage advances/repayments		6,618		8,659	
Net cash (outflow)/inflow from acquisitions and disposals			(233,172)		(625,329)
Management of liquid resources					
Cash retained from investment portfolio	25	132,652		526,605	
Net cash outflow from management of liquid assets			132,652		526,605
Net cash (outflow)/inflow before financing			894,673		(266,438)
Financing					
Repayments of bank loans		-	-	-	
Repayments of Housing Corporation loan		(48)		(57)	
Decrease in other long-term loan		(25,631)		(22,249)	
Mortgage loan repayments		-		-	
Total Financing			(25,679)		(22,306)
(Decrease)/increase in cash	25		868,994		(288,744)
Cash at 1 April 2009			149,249		437,993
Cash at 31 March 2010	25		1,018,243		149,249

The notes on pages 18 to 40 form part of these financial statements

Ben-Motor and Allied Trades Benevolent Fund (Limited by Guarantee)

Notes forming part of the financial statements for the year ended 31 March 2010

1 Status of company

BEN-Motor and Allied Trades Benevolent Fund is a registered social landlord (as defined under the Housing Act 1996) and a charity registered in England, Wales and Scotland

2 Accounting policies

The financial statements have been prepared under the historical cost convention, as modified to include the revaluation of fixed asset investments. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP), Accounting and reporting by Charities (SORP 2005) published in March 2005 and applicable accounting standards.

The accounts depart from the requirement to prepare accounts under the Registered Social Landlord SORP (Update 2002). Under FRS18, the trustees considered the 2005 "Accounting and Reporting by Charities" SORP more appropriate to the charity's circumstances and the accounts are prepared on this basis. The following principal accounting policies have been applied.

Income recognition

All incoming resources are included in the SORP when BEN is legally entitled to the income and the amount can be quantified with reasonable accuracy.

- Legacies: entitlement is the earlier of estate account being finalised or cash received
- Donated Services and Facilities: are recognised as Gifts In Kind and are included at the value to BEN where this can be quantified. No amount is included in the financial statements for services donated by volunteers.

Expenditure

Expenditure is classified under the principal categories of charitable and other expenditure rather than the type of expense, in order to provide more useful information to users of the financial statements.

Charitable expenditure comprises direct expenditure including direct staff costs attributable to the activity. Where costs cannot be directly attributed they have been allocated to activities on a basis consistent with the use of the resources. Fundraising and publicity costs are those incurred in seeking voluntary contributions for BEN, and in publicising BEN.

Support costs for Management, Personnel, Finance, IT and Facilities are apportioned to categories of expenditure based on either direct costs, head count or its users. See note 5.

Governance costs are the costs of governance arrangements, which relate to the general running of BEN. These activities provide the governance infrastructure which allows BEN to operate and to generate the information required for public accountability. They include the cost of carrying out the meetings and AGM of the Board and the Internal and External Audit Functions.

Capital Expenditure and Major Repairs & Renewals

Capital Expenditure is defined as a financial resource meeting all four of the following criteria -

- (i) It is tangible in nature
- (ii) It has a useful life of more than one year
- (iii) It has a value greater than the capitalisation threshold set at £500
- (iv) It is not a repair part, supply or maintenance item

Ben-Motor and Allied Trades Benevolent Fund (Limited by Guarantee)

Notes forming part of the financial statements for the year ended 31 March 2010 (Continued)

2 Accounting policies (continued)

Fund accounting

General funds are available for use at the discretion of the Trustees in furtherance of the general objectives of BEN

Restricted funds are funds subject to specific restriction imposed by donors, by the purpose of the appeal in which they were raised or by the general objectives of BEN. Designated funds are funds set aside for specific purposes and are created and managed at the discretion of the Trustees. The Centenary Appeal, which came to an end in 2006/07, represents the appeal funds that have been invested in fixed assets.

Permanent endowment funds are funds which the donor has stated are to be held as capital.

Fixed assets

Basis of recording carrying values

Freehold land and buildings and all other classes of tangible fixed assets are recorded at historical cost.

Depreciation

Freehold land

No depreciation is provided on freehold land.

Buildings

Buildings are depreciated on a 1% straight line basis. The fitting out elements of the properties are depreciated on a 4% straight line basis.

Short leasehold property

Leasehold property is depreciated over the term of the lease.

Other tangible assets

White Goods	25% straight line basis
Other Furniture, fixtures and fittings	10%-20% straight line basis
Computer equipment	25% straight line basis
Vehicles	25% reducing balance basis

The policy is to account for capital grants as receivable when BEN becomes entitled to the income.

Capitalisation Policy

The Trustees decide each year on the level of funds that may be required for future liabilities and authorise the appropriate transfers between funds.

Stock

Stock consists of goods for resale valued at the lower of cost and net realisable value.

Impairment of fixed assets

The need for any fixed asset impairment write down is assessed by comparison of the carrying value of the asset against the higher of realisable value and value in use.

Ben-Motor and Allied Trades Benevolent Fund (Limited by Guarantee)

**Notes forming part of the financial statements
for the year ended 31 March 2010 (Continued)**

2 Accounting policies (continued)

Taxation

Under section 505 of the Income and Corporation Taxes Act 1988 BEN, as a registered charity, is able to reclaim taxation suffered on income received under deduction of tax. The taxation recoverable is included with the income to which it relates.

Valued added tax

Valued added tax on most of BEN's expenditure is irrecoverable, and is included with the expenditure to which it relates. On certain items tax is partially recoverable.

Investments

Investments are stated at market value. It is BEN's policy to keep valuations up to date such that when investments are sold there is no gain or loss arising. As a result the statement of financial activities only includes those unrealised gains and losses arising from the revaluation of the investment portfolio throughout the year. Disclosure is made in note 7 of the difference between the historical cost and the sale proceeds of the investments sold during the year.

Leasing contracts

Instalments on operating lease contracts are charged to the income and expenditure account when they become payable. Assets purchased under finance leases are capitalised and the corresponding lease commitments are shown as obligations to the lessor in the balance sheet. The interest element of the lease payment is charged to the income and expenditure account evenly over the period of the lease.

Pension schemes

The Charity has fully adopted accounting standard FRS17 "Retirement Benefits".

The difference between the fair value of the assets held in the Charity's defined benefit pension scheme and the scheme's liabilities measured on an actuarial basis using the projected method are recognised in the Charity's balance sheet as a pension scheme asset or liability as appropriate. The annual surplus or deficit on the funding of the scheme is recognised as a "pension reserve surplus/(deficit)" within unrestricted funds – see also note 27 to these financial statements.

Changes in the defined benefit pension scheme asset or liability are charged to the Statement of Financial Activities in accordance with FRS 17.

Shared ownership

Surpluses and deficits arising from the granting of leasehold interests from BEN's freehold properties under shared ownership schemes are taken to the Town Thorns capital fund (note 20).

Consolidated financial statements

BEN's trading subsidiary, Bentrade Limited, has been consolidated into these financial statements on a line by line basis.

Ben-Motor and Allied Trades Benevolent Fund (Limited by Guarantee)

**Notes forming part of the financial statements
for the year ended 31 March 2010 (Continued)**

3 Income

Fees and Rents

	Fees	Rents (Note 30)	Total 2010	Total 2009
	£	£	£	£
Alexandra House	1,250,633	31,802	1,282,435	1,260,155
Birch Hill	559,190	9,535	568,725	529,483
Lynwood	2,424,110	120,425	2,544,535	2,239,601
Town Thorns	2,113,999	121,823	2,235,822	2,069,987
Arthur Wilson House - Day Centre	127,618	-	127,618	132,988
	6,475,550	283,585	6,759,135	6,232,214

Donations and similar income

	Unrestricted	Restricted	Total 2010	Total 2009
	£	£	£	£
Donations and fundraising events	3,644,251	-	3,644,251	3,859,058
Appeals	25	8,174	8,199	133,060
Welfare grants	-	43,781	43,781	58,666
Gifts in kind	237,998	-	237,998	189,162
Legacies	42,730	-	42,730	350,600
	3,925,004	51,955	3,976,959	4,590,546

Welfare Grants represent funds received from organisations for payment to, or on behalf of individuals, as Welfare Grants. A corresponding amount is included within expenditure under restricted Welfare Grants.

Gifts in kind represent the value of free accommodation and loan vehicles provided for the use of BEN. A corresponding amount is included within expenditure.

Ben-Motor and Allied Trades Benevolent Fund (Limited by Guarantee)

**Notes forming part of the financial statements
for the year ended 31 March 2010 (Continued)**

4 Bentrade Limited

BEN owns the whole of the issued share capital of its subsidiary Bentrade Limited, a company registered in England and Wales, whose principal activity is the sale of sundry goods through mail order and the holding of commercial fundraising events. All profits made by Bentrade Limited are paid by deed of covenant to BEN-Motor and Allied Trades Benevolent Fund.

	Functions and sponsorship £	Mail order £	Administration costs £	Total 2010 £	Total 2009 £
The results for the year are as follows					
Turnover	512,325	60,381	-	572,706	495,419
Cost of sales and administrative expenses	(287,600)	(31,145)	(10,233)	(328,978)	(303,811)
	224,725	29,236	(10,233)	243,728	191,608
Amount covenanted to charity	(224,725)	(29,236)	10,233	(243,728)	(191,608)
Retained in subsidiary	-	-	-	-	-
				2010 £	2009 £
Balance sheet					
Current assets				324,370	304,264
Current liabilities				(321,968)	(301,862)
				2,402	2,402

Ben-Motor and Allied Trades Benevolent Fund (Limited by Guarantee)

Notes forming part of the financial statements for the year ended 31 March 2010 (Continued)

5 Expenditure

Resources expended

	Staff (Note 26) £	Depre- ciation £	Other £	Support Costs £	Total 2010 £	Total 2009 £
<i>Cost of generating funds</i>						
Bentrade	-	-	328,978	-	328,978	303,811
Fundraising and publicity	573,019	4,923	297,009	94,098	969,049	1,372,484
<i>Charitable expenditure</i>						
Care of residents and housing	5,613,014	716,195	1,382,535	834,867	8,546,611	8,716,129
Welfare Services	415,945	2,401	750,583	123,276	1,292,205	1,380,707
Governance	-	-	14,831	-	14,831	18,929
Support cost	692,327	13,227	346,687	(1,052,241)	-	-
	<u>7,294,305</u>	<u>736,746</u>	<u>3,120,623</u>	<u>-</u>	<u>11,151,674</u>	<u>11,792,060</u>

Breakdown of Support Costs apportioned

	Management £	Personnel £	Finance £	IT £	Facilities £	Total £
Fundraising and publicity	38,506	10,377	10,799	4,260	30,156	94,098
Care of residents and housing	336,865	135,625	94,473	4,076	263,828	834,867
Welfare	28,139	5,109	7,891	2,160	41,580	84,879
Grants made	24,953	4,531	6,998	1,915	-	38,397
	<u>428,463</u>	<u>155,642</u>	<u>120,161</u>	<u>12,411</u>	<u>335,564</u>	<u>1,052,241</u>

Method of Apportionment	Expenditure	FTE	Expenditure	IT Users	FTE
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Included within support costs is an amount of £13,525 of audit fees, £12,525 relates to the audit of BEN-Motor and Allied Trades Benevolent Fund and £1,000 relates to its wholly owned subsidiary, Bentrade Limited. There have been no amounts paid to the auditors in respect of non-audit services.

Ben-Motor and Allied Trades Benevolent Fund (Limited by Guarantee)

**Notes forming part of the financial statements
for the year ended 31 March 2010 (Continued)**

6 Welfare Services	2010 £	2009 £
Staff Costs	415,945	423,878
Other Direct Costs	253,582	193,062
Support Costs	123,276	147,403

One-off grants made to or on behalf of individuals

From £	Value To £	Number	Total £	Number	
1	250	1,255	183,095	1,439	207,343
251	500	605	220,940	769	285,486
501	750	17	10,379	40	23,430
751	1,000	8	7,527	23	20,680
1,001	1,250	4	4,870	3	3,575
1,251	1,500	0	0	1	1,295
1,501	1,750	1	1,695	-	-
Greater than	1,751	5	12,819	2	5,161
		1,895	441,325	2,277	546,970
Total discretionary					
Total weekly grants			58,077		69,394
Total Welfare services			1,292,205		1,380,707

One-off grants include amounts received and paid on behalf of other organisations to individuals. The total of such receipts is £43,781 (2009 £58,666) and is included in restricted donations. See Note 3.

In addition to Grants made, the team provides advice, support, and friendship to those suffering hardship and distress.

Ben-Motor and Allied Trades Benevolent Fund (Limited by Guarantee)

**Notes forming part of the financial statements
for the year ended 31 March 2010 (Continued)**

7 Listed investments

	Endowment Funds			
	Nursing Home and General Fund £	Common Investment Fund £	General fund £	Total £
<i>Cost</i>				
Market value at 1 April 2009	2,662,653	1,371,606	14,574	4,048,833
Additions	575,919	-	-	575,919
Disposals	(442,771)	(496)	-	(443,267)
Net investment gain/(loss) (note 8)	476,533	328,345	9,557	814,435
	<hr/>	<hr/>	<hr/>	<hr/>
Market value at 31 March 2010	3,272,334	1,699,455	24,131	4,995,920
	<hr/>	<hr/>	<hr/>	<hr/>
<i>Market value</i>				
Listed in the UK	3,272,334	1,699,455	24,131	4,995,920
	<hr/>	<hr/>	<hr/>	<hr/>
<i>Historical cost</i>				
At 31 March 2010	3,062,089	1,429,904	90,147	4,582,140
	<hr/>	<hr/>	<hr/>	<hr/>
At 31 March 2009	2,870,615	1,430,979	90,147	4,391,741
	<hr/>	<hr/>	<hr/>	<hr/>
Unrealised gains at 31 March 2010	210,245	269,551	(66,016)	413,780
	<hr/>	<hr/>	<hr/>	<hr/>
Realised investment gains/(losses) based on historical cost	(58,326)	579	-	(57,747)
	<hr/>	<hr/>	<hr/>	<hr/>

Ben-Motor and Allied Trades Benevolent Fund (Limited by Guarantee)

**Notes forming part of the financial statements
for the year ended 31 March 2010 (Continued)**

8 Endowment funds

	Nursing Home and General Fund £	Common Investment Fund £	Total £
Balance at 1 April 2009	2,827,427	1,487,506	4,314,933
Gain/(loss) on revaluation of investments	476,533	328,345	804,878
	<hr/>	<hr/>	<hr/>
Balance at 31 March 2010	3,303,960	1,815,851	5,119,811
	<hr/>	<hr/>	<hr/>
Represented by			
Listed investments	3,272,334	1,699,455	4,971,789
Bank balances	31,626	116,396	148,022
	<hr/>	<hr/>	<hr/>
Balance at 31 March 2010	3,303,960	1,815,851	5,119,811
	<hr/>	<hr/>	<hr/>

The Common Investment Fund consists of the following funds which have been consolidated into a single fund

Name of fund	%	Group Fund £	Income £
Lord Austin Memorial Fund	60.16%	1,092,416	49,275
Viscount Wakefield Educational Fund	0.91%	16,524	745
Viscount Nuffield Fund	1.65%	29,962	1,351
Willoughby Trust Fund	1.07%	19,430	876
Lynwood Endowment Fund	36.05%	654,614	29,526
Sir James Percy Memorial Fund	0.16%	2,905	131
	<hr/>	<hr/>	<hr/>
	100%	1,815,851	81,904
	<hr/>	<hr/>	<hr/>

The Endowment Fund Trust Deeds provide that capital monies must be accumulated and are not available for expenditure on general welfare, the running of homes or administration. However, the income from the endowment funds can be used for those purposes.

Ben-Motor and Allied Trades Benevolent Fund (Limited by Guarantee)

**Notes forming part of the financial statements
for the year ended 31 March 2010 (Continued)**

9 Tangible fixed assets (Consolidated)						
	Freehold property £	Leasehold property £	Furniture, fixtures and fittings £	Computer equipment £	Motor vehicles £	Total £
<i>Cost</i>						
At 1 April 2009	12,219,097	366,056	1,514,411	578,535	424,530	15,102,629
Less accumulated grants	(870,671)	-	(6,806)	-	-	(877,477)
	<u>11,348,426</u>	<u>366,056</u>	<u>1,507,605</u>	<u>578,535</u>	<u>424,530</u>	<u>14,225,152</u>
Additions	-	-	69,030	24,759	13,350	107,139
At 31 March 2010	<u>11,348,426</u>	<u>366,056</u>	<u>1,576,635</u>	<u>603,294</u>	<u>437,880</u>	<u>14,332,291</u>
<i>Depreciation</i>						
At 1 April 2009	2,881,951	135,454	1,201,929	569,632	397,623	5,186,589
Charge for year	614,624	13,320	75,356	8,320	25,126	736,746
At 31 March 2010	<u>3,496,575</u>	<u>148,774</u>	<u>1,277,285</u>	<u>577,952</u>	<u>422,749</u>	<u>5,923,335</u>
<i>Net book value</i>						
At 31 March 2010	<u>7,851,851</u>	<u>217,282</u>	<u>299,350</u>	<u>25,342</u>	<u>15,131</u>	<u>8,408,956</u>
At 31 March 2009	<u>8,466,475</u>	<u>230,602</u>	<u>305,676</u>	<u>8,903</u>	<u>26,907</u>	<u>9,038,563</u>
Land values included within property amount to £750,000 (2008 £750,000)						
The fixed assets above include items owned by BenTrade that have a net book value of £nil						

Ben-Motor and Allied Trades Benevolent Fund (Limited by Guarantee)

**Notes forming part of the financial statements
for the year ended 31 March 2010 (Continued)**

9 Tangible fixed assets (continued)

The cumulative interest included in the cost of freehold land and buildings at the year end was £434,375 (2009 £434,375)

The Trustees considered the carrying value of the Freehold assets in March 2010. The Trustees resolved that no impairment had taken place and the net realisable value or value in use of the properties is higher than the carrying values at historical costs.

The depreciation for the year of freehold property was £614,624 of which £557,782 (2009 £57,777) has been charged against restricted funds. The depreciation of leasehold property amounted to £13,320 of which £10,548 (2009 £10,553) has been charged against restricted funds.

Grants repaid to the Housing Corporation amounted to £Nil (2009 £Nil)

10 Investments

	2010	2010	2009	2009
	£	£	£	£
Endowment funds				
Listed investments (note 7, 8)		4,971,789		4,034,259
Cash		148,022		280,674
		<hr/>		<hr/>
		5,119,811		4,314,933
General fund				
Listed investments (note 7)	24,131		14,574	
Cash	37,754		37,754	
Mortgages and loans (note 11)	68,441		75,059	
	<hr/>		<hr/>	
		130,326		127,387
		<hr/>		<hr/>
Total per consolidated financial statements		5,250,137		4,442,320
BENTrade Limited (Note 4)		2,402		2,402
		<hr/>		<hr/>
Total per company financial statements		5,252,539		4,444,722
		<hr/>		<hr/>

Ben-Motor and Allied Trades Benevolent Fund (Limited by Guarantee)

**Notes forming part of the financial statements
for the year ended 31 March 2010 (Continued)**

11 Mortgages and loans

	2010	2009
	£	£
The sum represents advances to beneficiaries.		
Secured on freehold and long leasehold properties	34,453	34,633
Unsecured	33,988	40,426
	<hr/> 68,441 <hr/>	<hr/> 75,059 <hr/>

12 Debtors

	2010	2010	2009	2009
	Consolidated	Company	Consolidated	Company
	£	£	£	£
Gross fees and rent arrears	254,875	254,875	204,493	204,493
Less provision for bad and doubtful debts	(57,195)	(57,195)	(65,421)	(65,421)
	<hr/> 197,680 <hr/>	<hr/> 197,680 <hr/>	<hr/> 139,072 <hr/>	<hr/> 139,072 <hr/>
Fees and rents receivable				
Prepayments and accrued income	326,778	326,778	516,793	516,793
Other debtors	226,289	216,204	172,004	169,077
Due from Subsidiary	-	303,172	-	109,541
	<hr/> 750,747 <hr/>	<hr/> 1,043,834 <hr/>	<hr/> 827,869 <hr/>	<hr/> 934,483 <hr/>

13 Cash at bank and in hand

	2010	2010	2009	2009
	Consolidated	Company	Consolidated	Company
	£	£	£	£
Payroll giving account	24,780	24,780	22,043	22,043
Cash in hand	993,463	936,213	133,939	-
	<hr/> 1,018,243 <hr/>	<hr/> 960,993 <hr/>	<hr/> 155,982 <hr/>	<hr/> 22,043 <hr/>

Ben-Motor and Allied Trades Benevolent Fund (Limited by Guarantee)

**Notes forming part of the financial statements
for the year ended 31 March 2010 (Continued)**

14 Creditors: amounts falling due within one year

	2010 Consolidated £	2010 Company £	2009 Consolidated £	2009 Company £
Bank loans (note 16)	20,867	20,867	19,128	19,128
Loan advance by Housing Corporation (note 18)	55	55	48	48
Bank overdraft (note 17)	-	-	6,733	6,733
Creditors and accruals	514,531	495,735	734,396	699,485
Other taxes and social security costs	144,834	144,834	382	382
Due to subsidiary	-	246,792	-	-
	<u>680,287</u>	<u>908,283</u>	<u>760,687</u>	<u>725,776</u>

15 Creditors: amounts falling due after more than one year

	2010 Consolidated £	2010 Company £	2009 Consolidated £	2009 Company £
Loan advance by Housing Corporation (note 18)	30,762	30,762	30,817	30,817
Bank loans (note 16)	170,185	170,185	197,555	197,555
	<u>200,947</u>	<u>200,947</u>	<u>228,372</u>	<u>228,372</u>

16 Bank loans

Total Consolidated	2010 £	2009 £
Due within one year	20,867	19,128
Due within two to five years	170,185	124,166
Due in more than five years	-	73,389
	<u>191,052</u>	<u>216,683</u>

The Bank Loan provided by Barclays Bank PLC is mortgaged on Alexandra House, Southport

17 Bank overdraft

Barclays Bank PLC has provided facilities up to £500,000 (2009: £500,000) with temporary excesses for general operating purposes. The overdraft, whilst repayable on demand, is subject to periodic reviews.

Ben-Motor and Allied Trades Benevolent Fund (Limited by Guarantee)

**Notes forming part of the financial statements
for the year ended 31 March 2010 (Continued)**

18 Housing Corporation loans

The mortgage advance from the Housing Corporation, which is secured by a charge on BEN's Lynwood property, is repayable by instalments under the annuity method over a period of 60 years (first payment March 1983) at a rate of interest of 14% as follows

	2010	2009
	£	£
Repayable by instalments		
Due within one year	55	48
Due within two to five years	309	270
Due in more than five years	30,453	30,547
	<hr/>	<hr/>
	30,817	30,865
	<hr/>	<hr/>

19 Obligations under operating leases

	2010	2009
	£	£
The net annual obligation under operating leases is as follows		
Agreement expiring		
- in one year or less	-	5,493
- between one and five years	98,281	103,588
	<hr/>	<hr/>
	98,281	109,081
	<hr/>	<hr/>

Ben-Motor and Allied Trades Benevolent Fund (Limited by Guarantee)

**Notes forming part of the financial statements
for the year ended 31 March 2010 (Continued)**

20 Summary of fund balances

	Restricted funds				Designated funds					
	Town		Centenary		Cyclical		Pension Reserve (Note 27)	Total		
	Permanent Endowment (Note 8)	Thorns Capital Fund	Lynwood Capital Fund	Day Centre	Appeal Reserve	Maintenance Reserve (Note 21)			General Fund	
	£	£	£	£	£	£	£	£		
Balance brought forward at 1 April 2009	4,314,896	3,864,710	1,773,363	228,393	629	218,954	298,553	2,921,613	(742,000)	12,879,111
Movements in the year	804,879	(40,682)	(508,926)	(10,548)	(629)	-	-	938,564	(787,000)	395,658
Movement between funds	-	-	-	-	-	25	11,714	(11,739)	-	-
Balance carried forward at 31 March 2010	5,119,775	3,824,028	1,264,437	217,845	-	218,979	310,267	3,848,438	(1,529,000)	13,274,769
Represented by										
Tangible assets	-	3,824,028	1,147,848	217,845	-	218,979	-	3,000,256	-	8,408,956
Investments	5,119,811	-	-	-	-	-	-	130,326	-	5,250,137
Current assets	-	-	116,589	-	-	-	-	1,909,321	-	2,025,910
Current liabilities	-	-	-	-	-	-	-	(680,287)	-	(680,287)
Long term liabilities and provisions	-	-	-	-	-	-	-	(200,947)	-	(200,947)
Inter-fund loans and transfers	(36)	-	-	-	-	-	310,267	(310,231)	-	-
Pension liability	-	-	-	-	-	-	-	-	(1,529,000)	(1,529,000)
Balance carried forward at 31 March 2010	5,119,775	3,824,028	1,264,437	217,845	-	218,979	310,267	3,848,438	(1,529,000)	13,274,769
Unrealised gains/(losses)	479,796	-	-	-	-	-	-	(66,016)	-	413,780

Restricted funds are funds subject to specific restrictions imposed by donors or by the general objectives of BEN. Designated funds are funds set aside for specific purposes and are created and managed at the discretion of the Trustees. The Centenary Appeal, which came to an end in 2006/07, represents the appeal funds that have been invested in fixed assets.

Ben-Motor and Allied Trades Benevolent Fund (Limited by Guarantee)

**Notes forming part of the financial statements
for the year ended 31 March 2010 (Continued)**

21 Cyclical Maintenance Reserve

	Lynwood Sheltered Housing £	Alexandra House Hostel £	Birch Hill Sheltered Housing £	Town Thorns Sheltered Housing £	2010 Total £	2009 Total £
At 1 April 2009	87,898	19,285	2,130	189,240	298,553	276,274
Transfer from general funds	9,084	876	1,560	12,168	23,688	23,688
Expenditure during the year	(6,344)	-	-	(5,630)	(11,974)	(1,409)
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
At 31 March 2010	90,638	20,161	3,690	195,778	310,267	298,553
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

The reserve is to provide funds for the maintenance of housing association properties

22 Reconciliation of net (outgoing)/incoming resources to net cash (outflow)/inflow from operating activities

	2010 £	2009 £
Net (outgoing)/incoming resources before revaluations	445,222	(188,864)
Payments into defined benefit pension scheme	(77,000)	(220,000)
Net financial change on defined benefit pension scheme	-	-
Depreciation charge	736,746	265,950
Investment income	(242,569)	(242,683)
Interest payable	4,511	12,608
Change in property held for resale, debtors and stock	(34,362)	(164,678)
Increase/(Decrease) in creditors	(75,413)	139,878
	<u> </u>	<u> </u>
	757,135	(397,789)
	<u> </u>	<u> </u>

23 Interest payable

All interest payable relates to loans and overdrafts repayable within 5 years and amounted to £4,511 (2009 £12,608)

Ben-Motor and Allied Trades Benevolent Fund (Limited by Guarantee)

**Notes forming part of the financial statements
for the year ended 31 March 2010 (Continued)**

24 Reconciliation of net cash flow to movement in net debt

	2010	2009
	£	£
(Decrease)/increase in cash in the year	868,994	(288,744)
Cash inflow from repayment of loans	25,698	22,308
Cash (outflow)/inflow from increase in liquid resources	(132,652)	(526,605)
	<hr/>	<hr/>
Change in net debt	762,040	(793,044)
Net debt at 1 April 2009	220,165	1,013,209
	<hr/>	<hr/>
Net debt at 31 March 2010	982,205	220,165
	<hr/>	<hr/>

25 Analysis of changes in net debt

	At		At
	1 April	Cash	31 March
	2009	flow	2010
	£	£	£
Cash in hand	155,982	862,261	1,018,243
Overdraft	(6,733)	6,733	-
	<hr/>	<hr/>	<hr/>
	149,249	868,994	1,018,243
	<hr/>	<hr/>	<hr/>
Debt due within one year	(25,992)	5,125	(20,867)
Debt after one year	(221,520)	20,573	(200,947)
Investment portfolio cash (note 10)	318,428	(132,652)	185,776
	<hr/>	<hr/>	<hr/>
Total	220,165	762,040	982,205
	<hr/>	<hr/>	<hr/>

Ben-Motor and Allied Trades Benevolent Fund (Limited by Guarantee)

**Notes forming part of the financial statements
for the year ended 31 March 2010 (Continued)**

26 Employee costs

	2010	2009
	£	£
Total employee costs during the year were		
Salaries and wages	6,658,808	7,576,132
Employer's National Insurance contributions	520,453	553,910
Pension costs	115,044	69,611
	<hr/>	<hr/>
	7,294,305	8,199,653
	<hr/>	<hr/>
The number of employees earning more than £60,000 in the year are as follows	Number	Number
£60,000 - £70,000	3	2
£70,001 - £80,000	-	1
£100,001 - £120,000	1	-
	<hr/>	<hr/>

The above figures include car benefit which ranges from £4,928 to £13,019. Vehicles are loaned to BEN by companies in the motor industry therefore at no cost to BEN. Such vehicles are regarded as gifts in kind and are included in the Statement of Financial Activities.

The amount paid to the highest paid Director (the Chief Executive) excluding pension contributions, including car benefit was £112,917 (2009 £73,556 – Director of Fundraising and Communications).

The total amount of contributions paid into the BEN Group Personal Pension Scheme in relation to employees earning more than £60,000 in the year was £17,912. The total number of staff in the scheme on 31 March 2010 was 116.

The average monthly number of permanent employees (full & part-time) during the year was as follows

	2010	2009
	Number	Number
Residential homes	327	345
Welfare	20	22
Administration and management	17	14
Appeals and publicity	23	27
	<hr/>	<hr/>
	387	408
	<hr/>	<hr/>

At 31 March 2010, the actual total number of permanent employees (full & part-time) was 384 (2009 415).

One Board member received reimbursement of expenses for travel in the year of £877 (2009 £1,753).

Ben-Motor and Allied Trades Benevolent Fund (Limited by Guarantee)

Notes forming part of the financial statements for the year ended 31 March 2010 (Continued)

27 Defined benefit pension scheme

Following the closure of the scheme to all future benefit accrual from 1 April 2002, the scheme is now funded exclusively by the Company. The pension cost is assessed in accordance with the advice of a professionally qualified actuary and the most recent actuarial valuation, which was under the defined accrued benefit method, was carried out as at 1 October 2007. The valuation of the scheme as at 1 October 2007 showed the market value of the assets to be £6,406,000 and the value of liabilities to be £6,937,000, resulting in a deficiency of £531,000. During the year ended 31 March 2010 BEN made payments totalling £110,000 (2009 £220,000).

Financial Reporting Standard 17 'Retirement Benefits' (FRS 17)

The impact of FRS 17 is significant as an additional liability equal to the deficit in the defined benefit scheme of £1,529,000 (2009 £742,000) is recognised in BEN's balance sheet.

For the purposes of FRS 17, the actuary has projected the results from the 1 October 2007 actuarial valuation to provide the following information about the financial position of the scheme as at 31 March 2010

	2010	2009
Valuation method	Projected Unit	Projected unit
Discount rate	5.5%	6.7%
Inflation rate	3.8%	2.9%
Pension increase in payment – LPI	3.6%	2.9%
Expected Return on Assets	7.2%	7.0%
Base Mortality Tables	PMA92/PFA92	PMA92 / PFA 92
Mortality Projection Basis	Medium cohort	Medium cohort
Expected return on assets at year-end	7.2% per annum	7.9% per annum

The expected return on assets reflects the following breakdown of the assets into the major categories of investments at the year-end, as a percentage of the total scheme assets

	2010	2009
Equities	62%	45%
Gilts	29%	40%
Corporate bonds	4%	7%
Cash	5%	8%

The mix of the funds has changed substantially since last year. Over the year, equities performed very strongly, as a result of the recovery in world markets, and this resulted in equity values achieving a return of around 40%. By contrast, returns on gilts were only around 3%.

Ben-Motor and Allied Trades Benevolent Fund (Limited by Guarantee)

**Notes forming part of the financial statements
for the year ended 31 March 2010 (Continued)**

27 Pension scheme (continued)

The market value of the scheme's assets and the present value of the liabilities at the year-end were as follows

	Value at 31 March 2010 £'000	Value at 31 March 2009 £'000
Market value of assets	6,110	5,502
Present value of scheme liabilities	<u>(7,639)</u>	<u>(6,244)</u>
Surplus (shortfall)	<u>(1,529)</u>	<u>(742)</u>

An analysis of the amount charged to the profit and loss account during the year is as follows

	2010 £'000	2009 £'000
Current service cost	-	-
Past service cost	-	-
Expected return on assets	(359)	(399)
Interest cost	<u>392</u>	<u>399</u>
Total charge (credit) to profit and loss account	<u>33</u>	<u>-</u>

An Analysis in the present value of defined benefit obligations

	2010 £'000	2009 £'000
Opening defined benefit obligation	6,244	6,067
Current service cost	-	-
Past service cost	-	-
Interest cost	392	399
Actuarial (gain) / loss	-	211
Change in actuarial assumptions	1,792	(211)
Benefits received (paid)	<u>(789)</u>	<u>(222)</u>
Closing defined benefit obligation	<u>7,639</u>	<u>6,244</u>

An Analysis of changes in the fair value of assets

	2010 £'000	2009 £'000
Opening value of assets	5,502	6,178
Expected return	359	399
Employer's contributions	110	220
Difference between actual and expected return	928	(1,073)
Benefits received (paid)	<u>(789)</u>	<u>(222)</u>
Closing value of assets	<u>6,110</u>	<u>5,502</u>

Ben-Motor and Allied Trades Benevolent Fund (Limited by Guarantee)

**Notes forming part of the financial statements
for the year ended 31 March 2010 (Continued)**

27 Pension scheme (continued)

Amounts for the current and four previous years

	2010	2009	2008	2007	2006
	£'000	£'000	£'000	£'000	£'000
Market value of assets	6,110	5,502	6,178	6,078	6,033
Value of liabilities	(7,639)	(6,244)	(6,067)	(7,072)	(7,700)
Surplus / (shortfall)	(1,529)	(742)	111	(994)	(1,667)
Recoverable surplus	N/A	N/A	-	N/A	N/A
Irrecoverable surplus	N/A	N/A	111	N/A	N/A
Experience gains (losses) on assets	928	(1,073)	(267)	-	878
Experience gains (losses) on liabilities	-	(211)	450	-	-

Projected Surplus/(Shortfall) as at 31 March 2011

	£'000
Surplus/(shortfall) at 31 March 2010	(1,529)
(Service cost)	-
(Interest cost)	(409)
Expected return on assets	428
Contributions paid	110
Surplus/(shortfall) at 31 March 2011	<u>(1,400)</u>

Projected amount charged to the profit and loss account for 2010/11

	£'000
Current service costs	-
Past service costs	-
Expected return on assets	(428)
Interest cost	409
Surplus/(shortfall) at 31 March 2011	<u>(19)</u>

Sensitivity analysis	Defined Benefit Obligations as at 31/3/10	Projected amount charged to P&L for 2010/11
	£'000	£'000
Increase/decrease discount rate by 0.1%	-134/+136	0/0
Increase/decrease assumed rate of inflation by 0.1%	+56/56	-1/+1
Increase/decrease expected return on assets by 0.1%	N/A	-6/+6

Ben-Motor and Allied Trades Benevolent Fund (Limited by Guarantee)

**Notes forming part of the financial statements
for the year ended 31 March 2010 (Continued)**

28 Capital commitments and contingent liabilities

At 31 March 2010 there were no outstanding commitments contracted for (2009 £nil)

29 Registered social landlord requirements

Financial statements in the format required by the Accounting Requirements for Registered Social Landlords General Determination 2000 are shown on page 37. The details required by the Housing Corporation in relation to registered social landlord staff costs are

	2010	2009
	£	£
Staff costs during the year	104,438	102,920
Social security costs	11,970	11,796
Other pension costs	3,292	3,244
	<hr/>	<hr/>
	119,700	117,960
	<hr/>	<hr/>

The average number of employees of BEN involved with Housing Association activities during the year was 22 (2009 25)

	2010	2009
	£	£
Auditors' fees - Housing Association	2,300	2,300
	<hr/>	<hr/>

None of the Trustees received remuneration in respect of Housing Association work. Further disclosures of emoluments are given in note 26 to the accounts.

Ben-Motor and Allied Trades Benevolent Fund (Limited by Guarantee)

**Registered social landlord financial statements
Summary of expenditure on letting activities for the year ended 31 March 2010 (Continued)**

30	Alexandra House £	Birch Hill £	Lynwood £	Town Thorns £	2010 Total £	2009 £
Gross rents receivable	31,802	9,818	124,132	123,856	289,608	289,970
Less rent losses from voids	0	(283)	(3,707)	(2,033)	(6,023)	(11,731)
Net rents receivable	31,802	9,535	120,425	121,823	283,585	278,239
Expenditure on lettings						
Services	11,434	13,164	52,151	65,710	142,459	132,818
Management	2,437	3,313	16,368	21,111	43,229	35,603
Routine maintenance	1,201	2,810	10,548	15,252	29,811	4,045
Other costs	-	-	4,319	-	4,319	19
Provision for bad debts	-	-	-	-	-	-
Total expenditure	15,072	19,287	83,386	102,073	219,818	172,485
(Deficit)/surplus	16,730	(9,752)	37,039	19,750	63,767	105,754
Rent arrears	-	-	-	-	-	-
Housing stock						
Sheltered housing rented	-	-	41	10	51	51
Hostel	3	-	-	-	3	3
LSE	-	8	2	-	10	10
Shared ownership	-	-	2	31	33	33
	3	8	45	41	97	97

Ben-Motor and Allied Trades Benevolent Fund (Limited by Guarantee)

Reference and administrative details

for the year ended 31 March 2010

Company Name	BEN-Motor and Allied Trades Benevolent Fund
Business Name	BEN
Charity Number	297877 (England and Wales) SC039842 (Scotland)
Company Number	02163894
Registered Social Landlord Number	LH 3766
Principal Office	Lynwood, Sunninghill, Ascot, Berkshire, SL5 0AJ
Auditors	BDO LLP, Arcadia House, Maritime Walk – Ocean Village, Southampton, SO14 3TL
Bankers	Barclays Bank PLC, 1 High Street, Bracknell, Berkshire, RG12 1DR
Solicitors	Field Fisher Waterhouse, 35 Vine Street, London, EC3N 2AA Lewis Silkin, 5 Chancery Lane, Cliffords Inn, London, EC4A 1BL
Investment Managers/Brokers	Cazenove Capital Management Ltd , 12 Moorgate, London, EC2R 6DA

Ben-Motor and Allied Trades Benevolent Fund (Limited by Guarantee)

Report of the Trustees for the year ended 31 March 2010

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

BEN – Motor and Allied Trades Benevolent Fund ("BEN") is a company limited by guarantee, governed by its Memorandum and Articles of Association dated 14th September 1987. The Memorandum of Association was amended by special resolution on 22nd November 1990, 22nd July 1992 and 21st September 1995. The Articles of Association were revised with effect from 17th April, 2007 to allow for current governance arrangements. BEN is registered as a charity with the Charity Commission, and the Office of the Scottish Charity Regulator. BEN is also a Registered Social Landlord.

Appointment of Trustees

The current Management Board of Trustees ("the Board") consists of up to 17 members who either approach BEN to express their interest in becoming a Trustee, are themselves approached by a member of the Executive Management Team, or who are recommended by a member of the Board. At the Annual General Meeting one-third of the Trustees retire from office. The Trustees to retire by rotation are those who have been longest in offices since their last appointment. Retiring Trustees are eligible for re-election.

Trustee Induction and Training

Each member of the Board will undertake induction training, consisting of a briefing by the Executive Management Team and Heads of Departments on their activities. They are furnished with a comprehensive range of information and literature, for future reference. Emphasis is placed on the legal status of a Trustee and the position and responsibilities as Directors of the Company.

Organisation

The Board of Trustees administers BEN. The Board normally meets six times a year and there are sub-committees covering Welfare, Audit, Lynwood Development, Nominations and Remuneration which meet regularly. A Chief Executive is appointed by the Trustees to manage the day-to-day operation of BEN.

To facilitate the effective operation of the Charity, the Chief Executive has delegated authority, within terms of delegation approved by the Trustees, for operational matters including finance, employment, welfare and the operation of the Residential Centres.

The Welfare Committee convenes once a month to consider financial or other assistance for beneficiaries. There are currently 9 members drawn from the motor and allied trades, one of whom is a Board Trustee. The Board members receive a report from the Committee each time it meets.

The Audit Committee is advisory to the Board and oversees all financial aspects of BEN. It takes delegated responsibility for ensuring there is a framework for accountability, for examining and reviewing all systems and methods of control. The Committee reviews the audited financial statements of BEN and recommends them to the Board. It considers the annual budget in detail and makes recommendations to the Board for its adoption. It reviews reports from external and internal auditors and monitors management actions to implement recommendations. It also oversees tendering for external services including internal and external audit services and considers the appointment, resignation or dismissal of internal and external auditors. The committee is also responsible for the overseeing of BEN's Group Personal Pension Plan and Health and Safety.

The Lynwood Development Committee has been established to help oversee the project to redevelop BEN's site in Rise Road, Sunninghill. The work of the Committee will encompass the re-location of Head Office functions should the optimal use of the site dictate that these be transferred elsewhere.

The Nominations Committee was formed in 2008 – initially to handle the appointment of the new Chief Executive. It deals with Board composition, executive succession, corporate governance, and the appointment of new directors.

Ben-Motor and Allied Trades Benevolent Fund (Limited by Guarantee)

Report of the Trustees for the year ended 31 March 2010

The Remuneration Committee determines policy and individual remuneration packages of the Executive Management Team. It is required to be sensitive to the wider scene, including the pay and employment conditions in other major charities and the motor and allied industries.

Related Parties

The Charity's wholly owned subsidiary, Bentrade Limited, was established to operate the trading activities of BEN, principally Christmas card sales and corporate events. Bentrade gifts all of its profits to BEN. Bentrade acquired the dormant company Automotive UK Limited (Company Number 04397093) in 2006. As at 31 March 2010 the company remains dormant.

BEN owns the Leasehold interest of property in Leeds owned by Trinity College, Cambridge (donated by Leeds Automotive Training Group in 2002). It is sub-leased to Hargreaves Training Services Limited.

Risk Management

A full and comprehensive risk assessment programme is carried out on a regular basis and reviewed quarterly by the Board. The Board believes this to be appropriate to BEN's size and nature of business.

For the year to end 31 March 2010, BEN has been fully compliant with the requirements of Housing Corporation Regulatory Code and Guidance dated January 2003.

Ben-Motor and Allied Trades Benevolent Fund (Limited by Guarantee)

Report of the Trustees for the year ended 31 March 2010

Directors and Trustees:

The Directors of the charitable company are its Trustees for the purpose of charity law and throughout this report are collectively referred to as the Trustees

The Trustees serving during the year and since the year end were as follows -

Anthony Archer
Brian Back
Sue Brownson
Steve Dewey
Tudor Evans (retired 24 September 2009)
Brian Ferguson (retired 24 September 2009)
David Goosey
Joe Greenwell
Tim Holmes
Mike Judge
Christopher Macgowan
Graeme Potts
Tony Sackett
Robin Shaw
Sarah Sillars (appointed 24 September 2009)
Graham Smith (appointed 27 January 2010)
David Taylor
Robin Woolcock
Tony Worthy

Executive Staff

David Main	- Chief Executive
Jenny Brown	- Director, Care Services
Brian Cottrell CPFA	- Finance Director & Company Secretary
Sara Howard	- Personnel Director & Assistant Secretary
Charles Davis	- Director, Fundraising & Communications

Welfare Committee

Mike Abrahams
Pauline Allbut
Malcolm Bohn (Chair)
Elaine Cowley
Mike Judge
David Kidd
Denis O'Dell
Les Sutton (deceased January 2010)
Keith White

Audit Committee

Anthony Archer
Brian Back
Tony Sackett
Tony Worthy (Chair)

Lynwood Development Committee

Brian Back (Chair)
Brian Ferguson (retired 24th September 2009)
Graeme Potts
Sarah Sillars
Robin Woolcock
Tony Worthy

Nominations Committee

David Goosey
Joe Greenwell (Chair)
Tim Holmes
Mike Judge
Tony Worthy