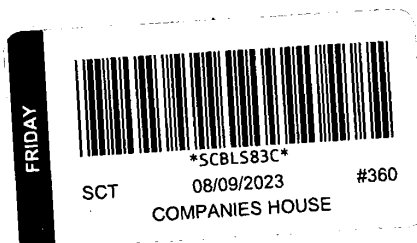


CHARITY NO: SC010980

COMPANY NO: SC332331

**THE GIRLS' BRIGADE IN SCOTLAND
REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31 MARCH 2023**



THE GIRLS' BRIGADE IN SCOTLAND
REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

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THE GIRLS' BRIGADE IN SCOTLAND

REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

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|---|--|
| Charity Name: | The Girls' Brigade in Scotland |
| Registered Office & Operational Address: | 11A Woodside Crescent, Glasgow, G3 7UL. |
| Charity Registration Number: | SC010980 |
| Company Registration Number: | SC332331 |
| Trustees: | |
| Laura Jane Quilter, President | |
| Gemma Dearie, Vice President | |
| Christine Bappoo, Vice President | |
| Rev Jonathan Fleming, Chaplain | |
| Elaine Brown | (Demitted office – 1 October 2022) |
| Iona Quilter | (Demitted office – 1 October 2022) |
| Janet Macleod | |
| Jayne Samson Copeland | |
| Emma McNally | |
| Karen Zeilinski | |
| Secretary: | M Caroline Goodfellow, Chief Executive. |
| Independent Examiners: | Wylie & Bisset LLP 168 Bath Street Glasgow G2 4TP |
| Bankers: | HBOS Sauchiehall Street Glasgow G2 3EY |
| Solicitors: | Shepherd & Wedderburn LLP 9 Haymarket Square Edinburgh EH3 8FY |
| Insurers: | Boyd & Co (working with Royal Sun Alliance) 7 Mill Street Paisley PA1 1LY |
| Investment Managers: | Evelyn Partners 177 Bothwell Street Glasgow G2 7ER |

THE GIRLS' BRIGADE IN SCOTLAND

REPORT OF THE TRUSTEES

FOR THE YEAR ENDED 31 MARCH 2023

The Directors of The Girls' Brigade in Scotland, who are also Trustees of the charity for the purposes of the Charities and Trustee Investment (Scotland) Act 2005, have pleasure in submitting to the Members their annual report with the financial statements for the year ended 31 March 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Memorandum and Articles of Association, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended), the Companies Act 2006 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 (FRS 102) (effective 1 January 2019).

The legal and administrative information on page one forms part of this report.

Governing Document

The Girls' Brigade in Scotland (GBS) is incorporated under the Companies Acts as a company limited by guarantee without share capital and is accordingly governed by a Memorandum and Articles of Association as adopted on incorporation of the company on 12 October 2007.

The Members of GBS have each guaranteed its liabilities up to £1.

GBS is also a registered Scottish Charity registered under Charity Number SC010980 with the Office of the Scottish Charities Regulator.

Structure, Governance and Management

The directors are both charity trustees and company directors. The directors include those appointed as office bearers and all are elected by the Members of GBS in accordance with provisions set out in the Articles of Association. This requires nominations to be made in writing and in the event of there being more than one nomination for the relevant post, regulations made by GBS provide for the election of directors to be conducted by postal ballot of companies. Directors who hold the role of President, Vice President, and Treasurer are eligible for nomination for a maximum of two three-year terms. The National Chaplain is elected for a term of three years and is not usually eligible for a further term. All other directors are elected for a three-year term and are not eligible for re-election to the executive for a further two-year period unless they are elected as office bearers or co-opted for a specific purpose.

In last year's statement it was reported that a second round of nominations for Elected Members had been set up but, sadly, this did not yield any nominations. The Executive agreed to run with a reduced membership for 2022-23. As per the requirements of the Constitution, nominations were sought in April and June 2023 for two Elected Members to serve a 3-year term from September 2023. Two nominations were received and Ms Mairi Dalglish, 1st Livingstone Company, and Ms Bebhionn Paterson, 1st Ellon Company will take up their roles following the AGM on 9 September 2023. The Executive also agreed to co-opt Ms Aindrea Kirkhope, currently attached to GB Scotland at national level, for a 2-year term, as from September 2023, and further co-options may be considered, dependent on the needs of the organisation.

The Chief Executive acts as a Company Secretary to the company and is not a director of the company. The Chief Executive is therefore a non-voting attendee at meetings of the Executive.

Additional directors, whether members of GBS or otherwise, up to a maximum of three, may be co-opted for a maximum of two years on an annual basis by the Executive.

THE GIRLS' BRIGADE IN SCOTLAND

REPORT OF THE TRUSTEES

FOR THE YEAR ENDED 31 MARCH 2023

Directors' Induction and Training

Directors are familiar with the work of the charity and will generally have held positions of responsibility within companies or divisions prior to being elected to the Executive.

GBS continues to be aware of its responsibility to supply training to directors on the role which they are undertaking in the governance of the charity. A 'Code of Conduct' for Directors is signed annually by all Directors and is updated as needed to reflect any changes within the organisation. During the period under review, Governance training and written information on roles and responsibilities was provided. The Chief Executive supplies updates on legislative and regulatory changes via regular reports to the Executive as well as providing updates and recommendations on good practice, particularly in areas of safeguarding, insurance and risk management. Similarly, regular updates are provided in respect of developments and issues arising in the sector.

The Executive's Responsibilities

The Executive is responsible for the management and supervision of all aspects of the work of GBS. The 2022-23 session has seen Companies return fully since the pandemic. The Executive agreed that its focus for the period under review would be to support and encourage Leaders to consolidate and rebuild their Companies. In total, 141 Companies started the session, and it has been good to see active recruitment, normal Company activities, an increase in short holidays and day trips as well as positive community engagement.

The Executive continues to be aware of the issues of long-term viability of the organisation, following systematic decline over nearly two decades. The Executive has continued to work through the Building for the Future Strategic Plan with the continued emphasis on rebuilding the organisation and that will remain the primary focus in the 2023-24 session.

This year, membership has shown an increase to 4770 girls and Leaders which is welcome but there is still a long way to go. The increase has come across all age ranges but there is no room for complacency as by the end of this session a further 4 Companies had closed, for a variety of reasons. While the rise in membership offers hope, the membership rise going forward has to be significant and sustained if the long-term viability of GBS is to be secured. Having offered significantly reduced fees between 2020 and 2022, the Executive set Membership Fees at £28 per member for the period under review as while Reserves were significant they could not continue to subsidise fees while working with a planned deficit.

At national level, GBS has continued to use virtual technology to deliver the majority of its business, including meetings, Training, Queen's Award, Commissioners' Forums and President's Drop-In sessions, to name a few. While recognising that face-to-face contact can be better in some circumstances the reality is that the time and financial benefits of working this way are better for individuals and the organisation as a whole at present.

The Executive meets 5-6 times per year using a virtual platform in addition to meetings of sub-groups, the annual meeting and any other meeting considered necessary. This continues to be of benefit to sharing ideas, analysing members feedback and having in depth discussion to aid decision making. All members can share their views, and all are good and regular contributors. The responsibility for implementing and delivering decisions, policies and procedures agreed by the Executive is devolved to the Chief Executive and the staff team at GB HQ.

THE GIRLS' BRIGADE IN SCOTLAND

REPORT OF THE TRUSTEES

FOR THE YEAR ENDED 31 MARCH 2023

The Executive's Responsibilities (continued)

The Executive's responsibilities include:

- Promoting the aims and objectives of GBS, as noted below.
- Promoting the best interests of GBS.
- The administration of the organisation and of all its assets in the interest of its current and future beneficiaries.
- Bringing independent judgement to bear on issues of strategy, resources and performance.
- Encouraging the delivery of programmes to members of GBS to the highest possible standards.

Chief Executive

The Chief Executive is the senior member of staff of GBS and Company Secretary of The Girls' Brigade in Scotland as a charitable company. The Chief Executive is responsible for the day-to-day management of the affairs of GBS and for implementing the policies agreed by the Executive.

Objectives and Activities

The principal objective of GBS continues to be to help girls to become followers of the Lord Jesus Christ and through self-control, reverence and a sense of responsibility to find a true enrichment of life.

Achievements and Performance

GBS is a Christian based, inter-denominational organisation, which has operated throughout Scotland for 130 years. Membership is open to girls/young women across the social and economic spectrum; from all faiths or none and from a wide variety of cultural backgrounds. It is our policy, wherever possible, to include those who are challenged by physical or mental disability. The key objects of GBS are as outlined in the Constitution:

"To help girls become followers of the Lord Jesus Christ, and through self-control, reverence and a sense of responsibility, find true enrichment of life. This is done by the formation, development, encouragement and support of local groups for the purposes of training and development of individual capabilities, skills and understanding of the social challenges facing young people as they grow in wisdom and stature, such education and teaching to include respect for other religions."

To help in delivering these objectives, GBS now has a greatly reduced professional staff team comprising the Chief Executive and Membership Services Coordinator, both full time posts along with the Supplies/Admin Officer (42 weeks per year), the Finance Officer, 25 hours per week and the IT Officer who works 12 hours per week. In 2018 there were 4 full time staff but when two of these positions became vacant they were not replaced due to financial constraints in an organisation with falling membership. The current team continues to offer an extremely high standard of delivery to the organisation despite the reduction in posts and the Executive recognises that a considerable amount of additional hours is provided voluntarily to the membership. The staff team continue to deliver support to adult volunteer leaders in respect of training, programmes, materials, activities/events so that they may support girls/young women from P1-S6 in delivering the above objectives. Activities delivered are based on GIRFEC and the National Youthwork Strategy with the aim of encouraging our members to be successful learners, confident individuals, effective contributors and responsible citizens.

THE GIRLS' BRIGADE IN SCOTLAND

REPORT OF THE TRUSTEES

FOR THE YEAR ENDED 31 MARCH 2023

Achievements and Performance (continued)

Building for the Future, Year 2, was the key focus of work for the period under review. Supporting Companies to restart, reconnect with their girls and to rebuild their Companies following a significant period of no in-person activities due to the pandemic was the stated objective of the Executive. This was achieved by:

- Providing guidance and support to Companies to help them recruit new members. Let's Share the Good News was the theme for the session, and the Executive and Staff Team worked with Companies and Divisions to increase their social media presence and assist them in developing marketing skills in a variety of ways.
- Supporting Companies affected by the Church of Scotland Presbytery Planning to ensure that Girls' Brigade will continue to have a place in the heart of communities across Scotland.
- Providing Induction Training virtually at least 3 times per year to offer potential Leaders the best possible training to equip them to work in Companies with our young people.
- Encouraging Trainee Leaders to become Gold Level Leaders or to take up a Christian Commission by participating in Gold Leadership Training which is now available to Trainees six months after completion of Induction Training.
- Actively promoting and further developing and delivering Queen's Award using the existing model as a foundation to build on.
- Delivering a virtual, inter-active AGM on 1 October 2022, the original date of 10 September being postponed due to the death of Her Majesty the Queen.
- Engaging at least twice in the GB session with Leaders through virtual President's Drop-In sessions and Commissioners' Forums to provide everyone with a place to air concerns, share ideas and discuss the way forward for the organisation.
- Continuing to take part in GB Europe and GB International as appropriate.

The President's Drop-in-Sessions, started in 2021-22, continue to prove popular with Leaders and are now viewed as providing a positive platform for sharing their views. Leaders now understand that all the ideas, concerns, etc. shared at a PDI session are noted and help shape the Executive Agenda at all times. The same process applies to the business discussed at Commissioners' Forums. In the period under review, Programmes, Training, Succession Planning, How to build mobile Leadership Teams and much more has formed the business of the Executive with feedback provided at all stages. These sessions allow for transparent discussion which appears to be highly valued by the membership. These will continue next session with a view to encouraging younger Leaders to join in discussions.

Communication is still key and new methods of storing the multitude of emails from GB HQ have been introduced to allow Leaders to access these more readily via specific categories in the Members Section of the GBS website. A simple idea which arose at a PDI session but one with a major impact for Leaders. In respect of Training and Queen's award, all communications with Trainees or QA candidates, is copied to Captains/Leaders-in-Charge and the Training or QA Coordinator to improve information flow at all stages. Queen's Award Coordinators and Commissioners continue to receive regular updates on where their candidates are in respect of the award. Feedback shows how useful this has been. An online meeting is planned for both Queen's Award and Training Coordinators at the start of the 2023-24 session.

THE GIRLS' BRIGADE IN SCOTLAND

REPORT OF THE TRUSTEES

FOR THE YEAR ENDED 31 MARCH 2023

Achievements and Performance (continued)

Following the introduction of major change to the Leadership Training Scheme on 1 December 2021 there has been a significant improvement in those attending and completing Induction and Gold Leadership Training. Since January 2022, 5 courses were offered with one being cancelled due to lack of participants. The completion rate over that period has been 80%, which in the voluntary sector is an above average percentage. In respect of Gold Leadership Training since late 2021, 4 courses were offered with a further course scheduled for autumn 2023. The completion rate over the 4 courses currently sits at 70% although this is likely to increase as trainees complete their post-course tasks. Feedback from participants from both courses has become increasingly more positive. The Executive is keen to see the completion rates increase further and it is hoped that by working more with Divisional Training Coordinators this can be achieved.

The Annual General Meeting was held on 1 October 2022 with around 90 Leaders attending. A tribute was paid to Her Majesty the Queen who had passed away on 8 September 2022. Business was conducted as normal with short video presentations forming part of the President's Report on behalf of the Executive. A video produced by Bebhionn Paterson, one of the 2022 Queen's Award Final Participation team was shown and proved successful. Bebhionn had produced the video as one of her final tasks to gain the Award and it is now used as an introduction to Queen's Award throughout the organisation. Breakout rooms to discuss set questions proved successful with excellent feedback.

Queen's Award registrations had declined significantly during the pandemic but have increased again this session, which is encouraging. The Citizenship Chats, which replaced a written exam paper, are now a permanent feature of the Award, proving popular with candidates. The 2023 Final Participation event saw only 3 candidates ready to complete their Award journey. This was a direct result of the pandemic but while numbers were small the content and quality of the work produced by the participants was of an extremely high standard. Indeed, their final group presentation has been adopted by the Executive as part of the organisation's strategy to increase Equity and Inclusion across GBS. More information on this will be shared at the AGM later in the year.

Following wholesale review and updating of all GBS Policies in 2022, the Executive undertook their annual review in April 2023. Minor amendments were made to the Safeguarding Policy with a new section added about Transportation of Children and Young People. Copies of all policy documents were circulated to the adult membership, and this will continue to be the practice on an annual basis. Last year, policies had been updated to provide a category for Supervised Leaders, those with additional support needs who had been members of the organisation, and this has been warmly welcomed by Companies who have young people in this category. Several young women have now joined the organisation as Supervised Leaders and feedback from them, their families and their fellow Leaders has demonstrated how successful this has been in allowing everyone to be part of an inclusive organisation.

The first stages of the Jean T Morrison Memorial Competition were held in autumn 2022 with each Section being set a Christmas themed, age-appropriate challenge. Entries were virtual and included statements from those who received the items as gifts. The standard was good overall. The 3 Brigader finalists will meet for a face-to-face final in late September 2023 for a bake off on a specific theme.

GBS has attended 3 meetings of GB Europe in the period under review, all virtual. The focus continues to be the same as for GBS – rebuilding the organisation post pandemic. All member countries have experienced membership decline over the last 2 years and it has been useful to share ideas about how to recruit and rebuild in the years ahead. A new Chair for GB Europe was appointed in late 2022 to replace Dr Clare Rush.

THE GIRLS' BRIGADE IN SCOTLAND

REPORT OF THE TRUSTEES

FOR THE YEAR ENDED 31 MARCH 2023

Achievements and Performance (continued)

Dr Amelia Heaford, a member of GB England & Wales, has attended her first International President's meeting in Singapore earlier this year and will share her findings at the first in person meeting scheduled to be held in Scotland in late October 2023.

As Companies returned to more normal working, a benchmark of success has been the rise in attendance at community events, holiday and day trip applications as well as normal weekly meetings. The return of Division competitions and events has been heartwarming, and feedback indicates that these have been enjoyed by girls and Leaders alike.

The new Clyde Division has now completed its first operational year. The Division has been extremely pro-active in offering events for girls and Leaders, the majority of which have been very well attended. Their meetings have been a mix of in person and virtual and this has proved popular with good attendance overall. Other Divisions continue to work well, albeit that all have different strengths and weaknesses.

The Church of Scotland Presbytery Planning requirements continue to cause anxiety and concern for those who's Church and/or halls will close. It may be that some Companies will have to merge or find alternative meeting accommodation and the Chief Executive continues to provide advice and guidance to those facing this challenge. While GBS is not responsible for these changes it does accept that declining Church membership, the cost-of-living crisis and the lack of Ministers is a reality for The Church of Scotland. As an organisation facing its own challenges in terms of long-term viability and sustainability, there is sympathy for the national Kirk who strive to tackle these challenges. The reality is that there may be situations where Companies close or merge, but we are committed to minimising this wherever possible and will try to place members with other Companies should this happen.

Laura Quilter, President, was invited to attend a service of Thanksgiving for the life of Her Majesty the Queen on 12 September at St Giles' Cathedral in Edinburgh. This was a very moving experience for all involved. On 5 July 2023, Laura returned to the same venue for a service where the Honours of Scotland were presented to King Charles III and Queen Camilla, our former Patron. As part of the celebration, 2 Brigaders, Amy and Elle from 1st Whitburn Company, participated in the People's Procession prior to attending the service. To celebrate the Coronation, a specially commissioned badge was designed and presented to all members of GBS to mark what was a memorable occasion. In April 2023, we were delighted to receive news that Marianne McCluskie, a Leader with 1st Shotts Company, had been selected as one of 500 Coronation Champions. Marianne was invited to join the Coronation Concert at Windsor and had a fantastic time. It has also been good to see the resumption of Royal Garden Parties and to see so many GBS Leaders meeting with the King and the First Minister of Scotland.

During the period under review, we have seen Leaders return to 'normal' Company activities, but the reality is that it is a new norm following the challenges of the pandemic period. New skills have been gained along with a determination and commitment to see Companies grow and flourish. Recruitment has been extremely pro-active this session with GB popping up in a variety of locations across Scotland. It has not been an easy period as the worst poverty crisis for decades has impacted heavily on the majority of families and individuals across the country. Our Companies have responded magnificently to these challenges with food items being discreetly added to weekly programmes to ensure girls have something warm and substantial to eat that night. Uniform exchanges and swap shops for a variety of items have been introduced to help those who struggle. Participation in community foodbanks and other anti-poverty initiatives has risen considerably. One Company even has a 'Find your new winter Jacket' programme where new or nearly new items are donated to allow families to pick out a warm jacket or coat for the winter. These initiatives are to be celebrated and the Executive congratulates all who are involved.

THE GIRLS' BRIGADE IN SCOTLAND

REPORT OF THE TRUSTEES

FOR THE YEAR ENDED 31 MARCH 2023

Achievements and Performance (continued)

This is Christian service in action and while it should not be necessary in the 21st century it has become an integral part of Girls' Brigade at this time.

The Executive wants to thank all Leaders who give of their time and talents to serve their Companies and Divisions across Scotland. As always, the contribution of every Leader is what makes it work but we also extend our thanks to all those who have taken on additional duties as part of the national Training Team, Queen's Award Team, Commissioners and Training/Queen's Award Coordinators. They give of additional time and talents to support the work at local and national level, and we are extremely grateful for that.

Thanks are also expressed to the GB HQ Staff Team who continue to go the extra mile for the organisation they are passionate about. Sometimes the challenges faced by the team appear daunting but when they hear what a young person has achieved or feedback from Trainees it is a distinct reminder of why they remain committed to the work and values of this organisation. At present, most of the team continue to work from home, which is working extremely well and allows flexibility to deal with work which would not be found with office working. The Supplies Department continues to operate on a part-time basis with other staff attending GB HQ when required.

Again, we want to thank the Corra Foundation who extended our funding for another year to help support staff and core costs throughout the year. The Corra Foundation administers the Children, Young People and Families Early Intervention Fund on behalf of Scottish Government, and we extend our grateful thanks to them for their continued support and guidance throughout the year. We also extend gratitude to the Scottish Government for their continued support. Corra Funding ended on 31 March 2023 as the Executive had already agreed, and advised the membership at the AGM on 1 October 2022, that they would not be applying for further funding at this time. Not only had criteria changed for the funding but the Executive agreed to implement a decision made in late 2019 about not accepting external funding while trying to rebuild the organisation. If things improve, it may be that future applications to new funding in 2025 may be made.

The Executive, having completed the second year of the Building for the Future Strategic Plan, is aware that while there are signs of hope for the future these are tenuous and a substantial amount of work is required if GBS is to build on its membership increase if it wishes to remain a permanent fixture on the Scottish youth work scene. The Executive and Staff Team remain committed to the challenge and will do their absolute best to take the organisation forward in the year ahead.

For further information, a copy of the Annual Report will be available via the GBS website www.girls-brigade-scotland.org.uk after the Annual Meeting, to be held virtually on Saturday 9 September 2023.

Financial Review

GBS has incurred an operating deficit of £87,058 in the year. After adjustment for net investment losses of £36,916 the net movement in funds was a deficit of £123,974.

The operational deficit of £87,058 was predicted and was planned as the Executive was aware that only one quarter of the increased Membership Fee, to £28, would be incorporated in this set of accounts as well as the fact that membership numbers were highly unlikely to rise to a level which would offset normal expenditure.

THE GIRLS' BRIGADE IN SCOTLAND

REPORT OF THE TRUSTEES

FOR THE YEAR ENDED 31 MARCH 2023

Financial Review (continued)

The Executive has set fees for the 2023-24 session at £35 per member following lengthy discussion where all options were considered. The Investment Portfolio has decreased by over £93,000 since last year, due to market fluctuations and cash being required to be drawn down when cash reserves were running low. This was because of the due date for Membership Fees being changed to enable Companies to meet the deadline more comfortably. The stock market is still volatile and has been much slower to recover than it did after the first wave of the pandemic. To cover the predicted Budget for 2023-24 GBS would require to have 7889 members. These are pre-pandemic membership levels which will not be achieved in one or more years. The aim is to continue to grow membership year on year to bring us closer to a stable financial position. Last year, the Chief Executive shared with the membership that to cover costs, individual membership fees would be around £61 per head. Now, that has dropped to £47 per head because of an increase in membership and last year's increase in fees. Every new member will help close that gap and recruitment and retention are essential in this coming session.

The Executive is aware that 'planned' deficits cannot be sustained in the longer term as it will erode the investment portfolio sooner than expected due to market fluctuation. The Budget for 2023-24 has been approved by the Executive but this also forecasts a further operational deficit in the region of £85,000 without any unexpected expenditure. As part of the Budget Review, the Executive took the decision that there will be no face-to-face meetings, training, or activities unless these have already been pre-planned, e.g., the J T Morrison final in September. The aim is to minimise expenditure wherever possible and to avoid non-essential spending.

This report has already covered the position of the GBS Staff Team and the Executive is of the view that it cannot reduce this further. It is recognised that this is the largest expenditure for GBS but there is no room for further cuts without a serious reduction in services offered. The Executive also has a responsibility to ensure that staff are remunerated at a fair and reasonable level and that pension and national insurance contributions are met by them.

Again, the Executive has reviewed its financial position and it was agreed that GBS will be able to meet its financial commitments for at least the next three years but there are no guarantees thereafter unless there is a significant rise in membership numbers. As already reported, the Contingency Plan sets out clear parameters which will be reviewed by the Executive annually.

Reserves Policy

The Executive has decided that whenever possible uncommitted uninvested funds should be not less than three and ideally equal to six months expenditure on a normal basis, to enable the organisation to continue if there were to be a significant drop in income. GBS can confirm this as noted in the Financial Review statement above. This does not take into account the costs of winding up the company or making staff redundant. On 31 March 2023 unrestricted reserves amounted to £544,523 (2022 - £669,973) of which £83,859 (2022 - £101,511) was held as designated leaving general fund reserves of £460,664 (2022 - £568,462). The free cash at bank was sufficient to meet the Executive target for reserves.

Investment Policy & Performance

The Executive has appointed Evelyn Partners to manage its investment portfolio on a discretionary basis. The Policy is to maximise the long-term return on the investment fund subject to the risks normally associated with a balanced approach to portfolio management. Within that policy a conservative risk strategy is adopted. Regular reports are provided to the Treasurer and Chief Executive by the Fund Manager on their stewardship of the funds under management.

THE GIRLS' BRIGADE IN SCOTLAND

REPORT OF THE TRUSTEES

FOR THE YEAR ENDED 31 MARCH 2023

Risk Assessment

The Executive has undertaken a risk analysis to identify the major risks to which GBS may be exposed. These risks have been reviewed and steps taken to mitigate the risk identified.

Plans for future periods

Having experienced the first full session since the pandemic, GBS now looks to consolidate progress made in the session and to encourage Leaders to continue to work flexibly and creatively. One of the positives from the pandemic period is that the use of digital technology has increased far more quickly within the organisation than it might have. Leaders displayed great ingenuity about how to continue working with girls during the pandemic and that continues to be reflected in activities, badge work, etc. as they move forward.

In the 2023-24 session plans include:

- Continued support to Companies and Leaders to assist them in building on the progress made this session, particularly in using social media as a recruitment and awareness tool.
- To raise awareness within all denominations of the Christian faith about the work of GBS, about the work of the organisation and what it offers to girls and young women in terms of personal development and what Girls' Brigade can, and does, offer to Churches in terms of mission and outreach.
- Providing new promotional material throughout the year along with refreshing existing items.
- Supporting Companies affected by the Church of Scotland Presbytery Planning to ensure that Girls' Brigade will continue to have a place in the heart of communities across Scotland.
- Develop and deliver a new programme for Brigaders.
- The provision of Induction Training 3 times per year to offer potential Leaders the best possible training to equip them to work in Companies with our young people.
- Providing 2 Gold Leadership Training Courses during 2023-24, aiming to encourage and equip Trainee Leaders who wish to develop their Leadership skills to a higher level.
- Training material at all levels to be reviewed and updated, as required.
- Various competitions, for individuals and Companies, which can be done in Company or Division and/or delivered virtually.
- Continuing to promote Queen's Award with a view to encouraging greater participation.
- Delivering a virtual, inter-active AGM on 9 September 2023.
- Continuation of the President's Drop-In-Sessions and Commissioners' Forums to provide opportunities for Leaders to share their ideas directly.
- Returning to Pride for the first time since 2019 to promote that GBS is open and inclusive.
- Continue to participate in GB Europe and GB International as appropriate.

THE GIRLS' BRIGADE IN SCOTLAND
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2023

Statement of trustees' responsibilities

The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the situation 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:

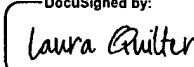
- select suitable accounting policies and then apply them consistently.
- observe the methods and principles in the Charities SORP.
- make judgments and estimates that are reasonable and prudent.
- state whether applicable UK Accounting Standards have been followed, subject to any material departures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

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities and Trustee Investment (Scotland) Act 2005, the Charity Accounts (Scotland) Regulations 2006 (as amended), and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

This report has been prepared in accordance with the Statement of Recommended Practice: applicable to charities preparing their accounts in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by the Trustees and signed on their behalf by:

DocuSigned by:

Name: Laura Quilter

Date: 29 August 2023

INDEPENDENT EXAMINER'S REPORT TO THE MEMBERS OF THE GIRLS' BRIGADE IN SCOTLAND FOR THE YEAR ENDED 31 MARCH 2023

I report on the accounts of the charity for the year ended 31 March 2023, which are set out on pages 13 to 27.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts in accordance with the terms of the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006.

The charity trustees consider that the audit requirement of Regulation 10(1) (a) to (c) of the Accounts Regulations does not apply. It is my responsibility to examine the accounts as required under section 44(1) (c) of the Act and to state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination is carried out in accordance with Regulation 11 of the Charities Accounts (Scotland) Regulations 2006. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeks explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

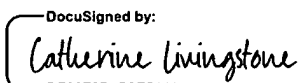
In the course of my examination, no matter has come to my attention

1. which gives me reasonable cause to believe that in any material respects the requirements:

- to keep accounting records in accordance with Section 44 (1) (a) of the 2005 Act and Regulation 4 of the 2006 Accounts Regulations, and
- to prepare accounts which accord with the accounting records and comply with Regulation 8 of the 2006 Accounts Regulations

have not been met, or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

DocuSigned by:

DE20F2D1B2E544A...
Catherine Livingstone BA (Hons) CA
Wylie & Bisset LLP
168 Bath Street
Glasgow
G2 4TP

Date: 29 August 2023

THE GIRLS' BRIGADE IN SCOTLAND

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDING 31 MARCH 2023

(Including an Income and Expenditure account)

| | Note | Unrestricted Funds 2023 £ | Restricted Funds 2023 £ | Total Funds 2023 £ | Unrestricted Funds 2022 £ | Restricted Funds 2022 £ | Total Funds 2022 £ |
|--|-----------|------------------------------------|----------------------------------|-----------------------------|------------------------------------|----------------------------------|-----------------------------|
| Income and endowments from: | | | | | | | |
| Donations and legacies | 4 | 506 | 63,000 | 63,506 | 2,620 | 60,000 | 62,620 |
| Charitable activities | 5 | 132,901 | 3,092 | 135,993 | 72,319 | 619 | 72,938 |
| Investments | 6 | 15,625 | - | 15,625 | 15,317 | - | 15,317 |
| Other incoming resources | 7 | - | - | - | - | 2,759 | 2,759 |
| Total Income | | 149,032 | 66,092 | 215,124 | 90,256 | 63,378 | 153,634 |
| Expenditure on: | | | | | | | |
| Raising funds | | | | | | | |
| Investment management | 8 | 6,341 | - | 6,341 | 6,992 | - | 6,992 |
| Charitable activities | 10 | 231,225 | 64,616 | 295,841 | 198,048 | 62,769 | 260,817 |
| Total Expenditure | | 237,566 | 64,616 | 302,182 | 205,040 | 62,769 | 267,809 |
| Net (expenditure)/income and net movement in funds before gains and losses on investments | | | | | | | |
| | | (88,534) | 1,476 | (87,058) | (114,784) | 609 | (114,175) |
| Net (losses)/gains on investments | | | | | | | |
| | | (36,916) | - | (36,916) | 13,750 | - | 13,750 |
| Net (expenditure) / income | | | | | | | |
| | | (125,450) | 1,476 | (123,974) | (101,034) | 609 | (100,425) |
| Transfer between funds | | | | | | | |
| | | - | - | - | - | - | - |
| Net movement in funds | | | | | | | |
| | | (125,450) | 1,476 | (123,974) | (101,034) | 609 | (100,425) |
| Funds reconciliation | | | | | | | |
| Total Funds brought forward | 20 | 669,973 | 26,300 | 696,273 | 771,007 | 25,691 | 796,698 |
| Total Funds carried forward | 20 | 544,523 | 27,776 | 572,299 | 669,973 | 26,300 | 696,273 |

The Statement of Financial Activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

THE GIRLS' BRIGADE IN SCOTLAND

BALANCE SHEET AS AT 31 MARCH 2023

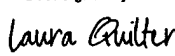
| | Note | Total Funds 2023 £ | Total Funds 2022 £ |
|---------------------------------------|------|--------------------------|--------------------------|
| Fixed assets: | | | |
| Tangible assets | 14 | - | - |
| Investments | 15 | 448,435 | 485,809 |
| Total Fixed Assets | | 448,435 | 485,809 |
| Current assets: | | | |
| Stocks | 16 | 44,252 | 58,736 |
| Debtors | 17 | 17,989 | 49,440 |
| Cash at bank and in hand | | 168,009 | 199,797 |
| Total Current Assets | | 230,250 | 307,973 |
| Liabilities: | | | |
| Creditors falling due within one year | 18 | (106,386) | (97,509) |
| Net Current assets | | 123,864 | 210,464 |
| Net assets | | 572,299 | 696,273 |
| The funds of the charity: | | | |
| Restricted income funds | 20 | 27,776 | 26,300 |
| Unrestricted funds | 20 | 544,523 | 669,973 |
| Total charity funds | | 572,299 | 696,273 |

These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to the members of the company.

For the year ended 31 March 2023 the company was entitled to exemption under section 477 of the Companies Act 2006. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these financial statements under the requirements of the Companies Act 2006.

The trustees acknowledge their responsibilities for ensuring that the company keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial period and of its profit or loss for the financial period in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the company.

Approved by the trustees and signed on their behalf by:

DocuSigned by:

 938C2F45B13F42B
 Name: Laura Quilter

DocuSigned by:

 91BA94783BF5411
 Name: Gemma Dearie

Date: 29 August 2023

Company No: SC332331

THE GIRLS' BRIGADE IN SCOTLAND

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

1. Accounting Policies

(a) Basis of preparation and assessment of going concern

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended).

The charity constitutes a public benefit entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

(b) Funds structure

Unrestricted income funds comprise those funds which the trustees are free to use for any purpose in furtherance of the charitable objects. Unrestricted funds include designated funds where the trustees, at their discretion, have created funds for specific purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor or trust deed, or through the terms of an appeal.

Further details of each fund are disclosed in note 20.

(c) Income recognition

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.

Donations, are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

Legacy gifts are recognised on a case by case basis following the granting of probate when the administrator/executor for the estate has communicated in writing both the amount and settlement date. In the event that the gift is in the form of an asset other than cash or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the gift being reliably measurable with a degree of reasonable accuracy and the title to the asset having been transferred to the charity.

THE GIRLS' BRIGADE IN SCOTLAND

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

1. Accounting Policies (continued)

(c) Income recognition (continued)

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. Dividends are recognised once the dividend has been declared and notification has been received of the dividend due. This is normally upon notification by our investment advisor of the dividend yield of the investment portfolio.

Income from government and other grants, whether 'capital' or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service deferred until the criteria for income recognition are met (see note 19).

(d) Expenditure recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated or apportioned to the applicable expenditure headings. For more information on this attribution refer to note (e) below.

- Costs of raising funds comprise the costs incurred in managing the rental of premises activities, including staff costs, rental costs, repairs and associated support costs;
- Expenditure on charitable activities includes expenditure on activities undertaken to further the purposes of the charity and their associated support costs;

Irrecoverable VAT is charged as a cost against the activity for which the expenditure is incurred.

(e) Allocation of support and governance costs

Support costs have been allocated between governance costs and other support costs. Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to independent examination and legal fees together with an apportionment of overhead and support costs.

Governance costs and support costs relating to charitable activities have been apportioned based on staff time spent. The allocation of support and governance costs is analysed in note 9.

THE GIRLS' BRIGADE IN SCOTLAND

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

1. Accounting Policies (continued)

(f) Tangible fixed assets and depreciation

All assets costing more than £1,000 are capitalised and valued at historical cost. Depreciation is charged as follows:

| | Basis |
|--------------------|----------------------|
| Furnishings | 25% Reducing balance |
| Computer equipment | 33% Straight Line |

Freehold land and buildings are not depreciated because it is the policy of The Girls' Brigade in Scotland to maintain the property to a high standard and the cost of maintenance is charged to revenue in the year in which it is incurred. In the view of the Executive, the property is recorded at residual value and therefore no provision for depreciation has been made.

(g) Fixed asset investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

The Charity does not acquire put options, derivatives or other complex financial instruments.

The main form of financial risk faced by the charity is that of volatility in equity markets and investment markets due to wider economic conditions, the attitude of investors to investment risk, and changes in sentiment concerning equities and within particular sectors or sub sectors.

(h) Stock

Stock is included at the lower of cost or net realisable value. Donated items of stock are recognised at fair value which is the amount the charity would have been willing to pay for the items on the open market.

(i) Debtors

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

(j) Cash at bank and in hand

Cash at bank and cash 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.

(k) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

THE GIRLS' BRIGADE IN SCOTLAND

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

1. Accounting Policies (continued)

(l) Realised gains and losses

All gains and losses are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and their opening carrying value or their purchase value if acquired subsequent to the first day of the financial year. Unrealised gains and losses are calculated as the difference between the fair value at the year end and their carrying value. Realised and unrealised investment gains and losses are combined in the Statement of Financial Activities.

(m) Employee Benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

(n) Pensions

During the year the charity made payments in respect of pension contributions at a rate of 7% to the People's Pension Fund.

(o) Operating leases

The charity classifies the lease of property and equipment as operating leases. The title to the property and equipment remains with the lessor. The equipment is replaced every 5 years whilst the economic life of such equipment is normally 10 years. Rental charges are charged on a straight line basis over the term of the lease.

(p) Financial instruments

The trust only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

(q) Judgements and key sources of estimation uncertainty

In the application of the company's accounting policies, the Directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

THE GIRLS' BRIGADE IN SCOTLAND

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

1. Accounting Policies (continued)

(q) Judgements and key sources of estimation uncertainty (continued)

The trustees are satisfied that the accounting policies are appropriate and applied consistently. Key sources of estimation have been applied as follows;

| <u>Estimate</u> | <u>Basis of estimation</u> |
|------------------------------|---|
| Depreciation of fixed assets | Fixed assets are depreciated and amortised over the useful life of the asset. The useful lives of fixed assets are based on the knowledge of the operations team, with reference to assets expected life cycle. |

(s) Taxation

The company is a charitable company within the meaning of Paragraph 1 Schedule 6 of the Finance Act 2010. Accordingly, the company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 of Part 11 of the Corporation Tax Act 2010 and section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that such income or gains are applied for charitable purposes only.

2. Legal status of the charity

The charity is a registered Scottish charity.

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

3. Related party transactions and trustees' expenses and remuneration

The trustees all give freely their time and expertise without any form of remuneration or other benefit in cash or kind (2022: £nil).

During the year there were no travel expenses reimbursed (2022: £nil). There was also trustee indemnity insurance covering all of the trustees at a cost of £1,776 (2022: £1,430). During the year there were no expenses paid on behalf of trustees (2022: £nil).

During the year no trustee had any personal interest in any contract or transaction entered into by the charity (2022: none). No expenses were waived by trustees during the year (2022: none).

4. Income from donations and legacies

| | 2023 | 2022 |
|------------------------------|---------------|---------------|
| | £ | £ |
| Donations | 506 | 2,620 |
| Scottish Government HQ Grant | 63,000 | 60,000 |
| | <u>63,506</u> | <u>62,620</u> |

THE GIRLS' BRIGADE IN SCOTLAND**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023****5. Income from charitable activities**

| | 2023 £ | 2022 £ |
|--|----------------|---------------|
| Memberships, support, training & development | 135,993 | 72,938 |
| | <u>135,993</u> | <u>72,938</u> |

6. Investment income

| | 2023 £ | 2022 £ |
|--|---------------|---------------|
| Dividends and interest on listed investments | 15,625 | 15,317 |
| | <u>15,625</u> | <u>15,317</u> |

7. Other incoming resources

| | 2023 £ | 2022 £ |
|------------|-----------|--------------|
| CJRS Grant | - | 2,759 |
| | <u>-</u> | <u>2,759</u> |

8. Raising funds - Investment management costs

| | 2023 Direct Costs £ | 2023 Support Costs £ | 2023 Total £ | 2022 Direct Costs £ | 2022 Support Costs £ | 2022 Total £ |
|----------------------------|------------------------------|-------------------------------|--------------------|------------------------------|-------------------------------|--------------------|
| Investment Management Fees | 6,341 | - | 6,341 | 6,992 | - | 6,992 |
| | <u>6,341</u> | <u>-</u> | <u>6,341</u> | <u>6,992</u> | <u>-</u> | <u>6,992</u> |

9. Allocation of governance and support costs

The breakdown of support costs and how these were allocated between governance and other support costs is shown in the table below:

| Cost type | 2022 Total allocated £ | 2022 Governance related £ | 2022 Other support costs £ | Basis of apportionment |
|--------------|---------------------------------|------------------------------------|-------------------------------------|---------------------------|
| Staff costs | 87,018 | 11,733 | 75,285 | Staff time |
| Total | <u>87,018</u> | <u>11,733</u> | <u>75,285</u> | |

| Cost type | 2023 Total allocated £ | 2023 Governance related £ | 2023 Other support costs £ | Basis of apportionment |
|--------------|---------------------------------|------------------------------------|-------------------------------------|---------------------------|
| Staff costs | 91,318 | 12,292 | 79,026 | Staff time |
| Total | <u>91,318</u> | <u>12,292</u> | <u>79,026</u> | |

Governance costs:

| | 2023 £ | 2022 £ |
|------------------------------------|---------------|---------------|
| Independent examiners remuneration | 2,060 | 1,780 |
| Support costs (see above) | 12,292 | 11,733 |
| | <u>14,352</u> | <u>13,513</u> |

THE GIRLS' BRIGADE IN SCOTLAND**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023****9. Allocation of governance and support costs (continued)**

Allocation of governance and other support costs:

| | 2023 Support Costs £ | 2023 Governance Costs £ | 2023 Total £ | 2022 Support Costs £ | 2022 Governance Costs £ | 2022 Total £ |
|---|---|--|-----------------------------|---|--|-----------------------------|
| Membership, support, training & development | 79,026 | 14,352 | 93,378 | 75,285 | 13,513 | 88,798 |
| Total allocated | <u>79,026</u> | <u>14,352</u> | <u>93,378</u> | <u>75,285</u> | <u>13,513</u> | <u>88,798</u> |

10. Analysis of expenditure on charitable activities

| | 2023 Total £ | 2022 Total £ |
|---|-----------------------------|-----------------------------|
| Staff costs | 60,570 | 71,576 |
| Rent, rates & property costs | 20,271 | 15,476 |
| Postage, stationery, printing & advertising | 16,817 | 5,683 |
| Purchases/cost of sales | 33,462 | 11,453 |
| Equipment, depreciation & repairs | 13,620 | 18,958 |
| Other expenses | 57,723 | 48,873 |
| Governance costs (note 9) | 14,352 | 13,513 |
| Support costs (note 9) | 79,026 | 75,285 |
| | <u>295,841</u> | <u>260,817</u> |

11. Analysis of staff costs and remuneration of key management personnel

| | 2023 £ | 2022 £ |
|--|-------------------|-------------------|
| Salaries and wages | 134,805 | 140,292 |
| Social security costs | 7,809 | 8,426 |
| Employer contributions to defined contribution pension schemes | 9,269 | 9,876 |
| Total staff costs | <u>151,883</u> | <u>158,594</u> |
| Key Management Personnel Remuneration | <u>123,864</u> | <u>112,242</u> |

The charity made payments of £9,269 (2022: £9,876) to the pension provider during the year in respect of pension contributions.

No employees had employee benefits in excess of £60,000 (2022: Nil).

| | 2023 No. | 2022 No. |
|--|---------------------|---------------------|
| Average number of employees, analysed by function: | | |
| National Officials (full-time) | 1 | 1 |
| Administration Staff (part & full time) | 2 | 3 |
| Supplies Staff (part & full time) | 1 | 1 |
| | <u>4</u> | <u>5</u> |

THE GIRLS' BRIGADE IN SCOTLAND**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023****12. Net income/(expenditure) for the year**

| | | |
|--------------------------------|-------------|-------------|
| This is stated after charging: | 2023 | 2022 |
| | £ | £ |
| Independent Examiners' Fees | 2,060 | 1,780 |

13. Government Grants

Income from government grants comprises:

Scottish Government - £63,000 (2022: £60,000) restricted income grant to be used by the charity to provide support towards children and young people having the best chance to reach their potential, becoming successful learners, confident individuals, effective contributors and responsible citizens. The grant was fully expended at the year end.

UK Government CJRS - £nil (2022: £2,759) income from government grants as part of the Coronavirus Job Retention Scheme. The purpose of the grant is to ensure employers can pay and retain staff during the COVID-19 pandemic.

14. Tangible Fixed Assets

| | Furniture Fixtures & Equipment £ | Total £ |
|--------------------------|---|--------------------|
| Cost or valuation | | |
| At 1 April 2022 | 5,147 | 5,147 |
| Additions | - | - |
| Disposals | - | - |
| At 31 March 2023 | 5,147 | 5,147 |
| Depreciation | | |
| At 1 April 2022 | 5,147 | 5,147 |
| Charge for the year | - | - |
| Eliminated on disposals | - | - |
| At 31 March 2023 | 5,147 | 5,147 |
| Netbook Value | | |
| At 31 March 2023 | - | - |
| At 31 March 2022 | - | - |

THE GIRLS' BRIGADE IN SCOTLAND**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023****15. Fixed Asset Investments**

| Movement in fixed asset listed investments | 2023 | 2022 |
|---|----------------|----------------|
| | £ | £ |
| Market value brought forward at 1 April 2022 | 485,809 | 537,062 |
| Add: additions to investments at cost | 73,394 | 47,195 |
| Disposals at carrying value | (75,688) | (106,426) |
| Add net (loss)/gain on revaluation | (35,080) | 7,978 |
| Market value as at 31 March 2023 | <u>448,435</u> | <u>485,809</u> |
| Historic cost as at 31 March 2023 | <u>429,174</u> | <u>484,219</u> |

| Investments at fair value | 2023 | 2022 |
|----------------------------------|----------------|----------------|
| Comprised: | £ | £ |
| Equities | 448,345 | 485,809 |
| Total | <u>448,345</u> | <u>485,809</u> |

Listed Investments

Included within the investments are the following shareholdings:

| | 2023 | % of |
|--------------------------------------|-------------|------------------|
| | £ | portfolio |
| Shell PLC | 23,085 | 5.1 |
| M&G | 26,385 | 5.9 |
| AXA Framlington | 26,425 | 5.9 |
| Threadneedle | 22,917 | 5.1 |
| Loomis Sayles US Equity Income L Inc | 29,368 | 6.2 |
| Personal Assets Trust | 23,875 | 5.3 |

All investments are carried at their fair value. Investment in equities and fixed interest securities are all traded in quoted public markets, primarily the London Stock Exchange. Holdings in common investment funds, unit trusts and open-ended investment companies are at the bid price. The basis of fair value for quoted investments is equivalent to the market value, using the bid price. Asset sales and purchases are recognised at the date of trade at cost (that is their transaction value).

The significance of financial instruments to the ongoing financial sustainability of the charity is considered in the financial review and investment policy and performance sections of the Trustees' Annual Report.

The charity manages these investment risks by retaining expert advisors and operating an investment policy that provides for a high degree of diversification of holdings within investment asset classes that are quoted on recognised stock exchanges. The charity does not make use of derivatives and similar complex financial instruments as it takes the view that investments are held for their longer term yield total return and historic studies of quoted financial instruments have shown that volatility in any particular 5-year period will normally be corrected.

THE GIRLS' BRIGADE IN SCOTLAND**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023****16. Stock**

| | 2023 | 2022 |
|------------------|---------------|---------------|
| | £ | £ |
| Goods for resale | 44,252 | 58,736 |
| | <u>44,252</u> | <u>58,736</u> |

17. Debtors

| | 2023 | 2022 |
|--------------------------------|---------------|---------------|
| | £ | £ |
| Trade debtors | 519 | - |
| Other debtors | 1,528 | 1,082 |
| Prepayments and accrued income | 15,942 | 48,358 |
| | <u>17,989</u> | <u>49,440</u> |

18. Creditors: amounts falling due within one year

| | 2023 | 2022 |
|------------------------------|----------------|---------------|
| | £ | £ |
| Trade creditors | 171 | 40,101 |
| Other creditors and accruals | 11,557 | 10,619 |
| Deferred income (Note 19) | 94,658 | 46,789 |
| | <u>106,386</u> | <u>97,509</u> |

19. Deferred income

| | 2023 | 2022 |
|---|---------------|---------------|
| | £ | £ |
| Balance as at 1 April 2022 | 46,789 | 24,355 |
| Amount released to income earned from charitable activities | (46,789) | (24,355) |
| Amount deferred in year | 94,658 | 46,789 |
| Balance as at 31 March 2023 | <u>94,658</u> | <u>46,789</u> |

Deferred income comprises membership fee income received in advance.

THE GIRLS' BRIGADE IN SCOTLAND**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023****20. Analysis of charitable funds**

| Analysis of Fund movements 2022 | Balance b/fwd £ | Income £ | Expenditure £ | Transfers £ | Gains/ (Losses) £ | Fund c/fwd £ |
|--|--------------------------------|---------------------|--------------------------|------------------------|----------------------------------|-----------------------------|
| Unrestricted funds | | | | | | |
| Development Fund | 102,760 | 2,881 | (4,130) | - | - | 101,511 |
| Total designated funds | 102,760 | 2,881 | (4,130) | - | - | 101,511 |
| General funds | 668,247 | 87,375 | (200,910) | - | 13,750 | 568,462 |
| Total unrestricted funds | 771,007 | 90,256 | (205,040) | - | 13,750 | 669,973 |
| Restricted funds | | | | | | |
| Companies in Abeyance | 8,606 | 619 | - | - | - | 9,225 |
| J T Morrisons Memorial | 3,670 | - | (10) | - | - | 3,660 |
| Middleton Awards | 7,593 | - | - | - | - | 7,593 |
| Scottish Government | - | 60,000 | (60,000) | - | - | - |
| Somerville Award | 5,822 | - | - | - | - | 5,822 |
| UK Government - CJRS | - | 2,759 | (2,759) | - | - | - |
| Total restricted funds | 25,691 | 63,378 | (62,769) | - | - | 26,300 |
| TOTAL FUNDS | 796,698 | 153,634 | (267,809) | - | 13,750 | 696,273 |

| Analysis of Fund movements 2023 | Balance b/fwd £ | Income £ | Expenditure £ | Transfers £ | Gains/ (Losses) £ | Fund c/fwd £ |
|--|--------------------------------|---------------------|--------------------------|------------------------|----------------------------------|-----------------------------|
| Unrestricted funds | | | | | | |
| Development Fund | 101,511 | - | (17,652) | - | - | 83,859 |
| Total designated funds | 101,511 | - | (17,652) | - | - | 83,859 |
| General funds | 568,462 | 149,032 | (219,914) | - | (36,916) | 460,664 |
| Total unrestricted funds | 669,973 | 149,032 | (237,566) | - | (36,916) | 544,523 |
| Restricted funds | | | | | | |
| Companies in Abeyance | 9,225 | 3,092 | (1,500) | - | - | 10,817 |
| J T Morrisons Memorial | 3,660 | - | (116) | - | - | 3,544 |
| Middleton Awards | 7,593 | - | - | - | - | 7,593 |
| Scottish Government | - | 63,000 | (63,000) | - | - | - |
| Somerville Award | 5,822 | - | - | - | - | 5,822 |
| Total restricted funds | 26,300 | 66,092 | (64,616) | - | - | 27,776 |
| TOTAL FUNDS | 696,273 | 215,124 | (302,182) | - | (36,916) | 572,299 |

THE GIRLS' BRIGADE IN SCOTLAND

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

20. Analysis of charitable funds (continued)

- a) The unrestricted funds are available to be spent for any of the purposes of the charity.

The Trustees have created the following designated funds:

The Development fund represents monies set aside for future developments.

- b) Restricted funds comprise:

Companies in Abeyance

Where a Girls' Brigade company goes in to Abeyance, the funds of that company are transferred to The Girls' Brigade in Scotland according to the constitution. These funds are to be ring-fenced for a period of five years. If, after a five year period, there was no sign of the funds being utilised by the Church to restart a Company the restriction would be removed and the funds released to designated funds.

J T Morrisons Memorial

This fund was gifted in memory of Miss J. T. Morrison and it is to cover the costs of running a bi-annual competition.

Middleton Awards

This fund, gifted in memory of Rev. Clyne Middleton and his parents, Rev Stanley and Mrs Ria Middleton, is to be used for making an award to a member for training and development.

Scottish Government – CYPFEIF

Support towards Children and young people having the best chance to reach their potential, becoming successful learners, confident individuals, effective contributors and responsible citizens.

Somerville Award

This fund, which is based on a gift from the Somerville family, is to cover the costs of making an award to a member or group of members of The Girls' Brigade in Scotland. The award will emphasise, in particular, service to the community.

UK Government - CJRS

The UK Government Grant was funding towards salary costs as a result of the Coronavirus.

THE GIRLS' BRIGADE IN SCOTLAND**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023****21. Net assets over funds**

| | Unrestricted Funds £ | Restricted Funds £ | Total 2022 £ |
|-----------------------|-------------------------------------|-----------------------------------|-----------------------------|
| Tangible assets | - | - | - |
| Investments | 485,809 | - | 485,809 |
| Stock | 58,736 | - | 58,736 |
| Trade & other debtors | 49,440 | - | 49,440 |
| Cash at bank | 173,497 | 26,300 | 199,797 |
| Current liabilities | (97,509) | - | (97,509) |
| | <u>669,973</u> | <u>26,300</u> | <u>696,273</u> |

| | Unrestricted Funds £ | Restricted Funds £ | Total 2023 £ |
|-----------------------|-------------------------------------|-----------------------------------|-----------------------------|
| Tangible assets | - | - | - |
| Investments | 448,435 | - | 448,435 |
| Stock | 44,252 | - | 44,252 |
| Trade & other debtors | 17,989 | - | 17,989 |
| Cash at bank | 140,233 | 27,776 | 168,009 |
| Current liabilities | (106,386) | - | (106,386) |
| | <u>544,523</u> | <u>27,776</u> | <u>572,299</u> |

22. Lease Commitments – operating leases

| | 2023 | | 2022 | |
|------------------|---------------------------------------|-------------------------------|---------------------------------------|-------------------------------|
| | Land & Buildings £ | Other Leases £ | Land & Buildings £ | Other Leases £ |
| Less than 1 year | 12,000 | 1,873 | 10,000 | 408 |
| 2 - 5 Years | 22,000 | 1,055 | - | - |