

Companies
etc

THE CEED (CHARITY) LIMITED
CONSOLIDATED FINANCIAL STATEMENTS

31 MARCH 2009

Company Registration 2134522

Charity Number 298844

DICK MAULE

Chartered Accountant & Registered Auditor

12 Picton Street

Bristol BS6 5QA



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**The CEED [Charity] Ltd
Limited by Guarantee**

Legal and Administrative Information

The CEED [Charity] Limited was incorporated as a company limited by guarantee on 22nd April 1977 under company registration number 1310070 and is regulated by its Memorandum and Articles of Association.

The Company is charitable company limited by guarantee registered as a charity with the Charity Commission under registration number 298844 and Companies House number 2134522.

Registered office

The CEED [Charity]
Ujima House
97-107 Wilder St
Bristol BS2 8QU

Directors and Trustees

Edson Maburutse	Chair
David Dravie-John	Vice Chair
Saeley Johnson	Treasurer
Roger Griffith	
Zia Haque	
Leotta Goodridge	
Paschal Mensah	
Max Kosia	
David Gbau	

Bankers:	National Westminster Bank Plc.	Auditors: Dick Maule
	32 Corn Street	10 Picton Street
	Bristol	Bristol
	BS99 7UG	BS6 5QA

[1]

The CEED [Charity] Limited

(Director's Report (Incorporating Trustee's Annual Report))

The directors are pleased to present their report, together with the financial statements of the charity, for the year ended 31st March 2009. The financial statements have been prepared in accordance with current statutory requirements, the Articles of Association and the Statement of Recommended Practice – Accounting and Reporting by Charities.

Legal and Administrative information, set out on page 1, forms part of this report.

1. Principle Activity (Objects of the Charity)

The objects for which the Association is established are to:

- Advance education by developing the professional and technical skills of persons aged 18 and over and who are living in the inner city areas and especially of such persons who have suffered disadvantages in their formal education by reason of their, colour, race, nationality or ethnic or national origins.
- Public benefit statement: It is felt that these activities contribute to public benefit

The Association shall have the following powers exercisable in furtherance of its said objects but not otherwise namely:-

- To purchase, take on lease or in exchange, hire or otherwise acquire real or personal property and rights or privileges, and to construct, maintain and alter buildings or erections.
- To sell, let, mortgage, dispose of or turn to account all or any of the property, or assets of the Association.
- To undertake and execute any charitable trusts which may lawfully be undertaken by the Association.
- To borrow or raise money on such terms and on such security as may be thought fit.
- To invest the moneys of the Association not immediately required for its purposes in or upon such investments, securities or property as may be thought fit, subject nevertheless to such conditions (if any) and such consents (if any) as may for the time being be imposed or required by law and subject also as hereinafter provided.
- To establish and support or aid the establishment and support of any charitable associations or institutions and to subscribe or guarantee money for charitable purposes.
- To do all such other things as are incidental to the attainment or furtherance of the said objects or any of them.

2 Chair's Report

The CEED Charity Ltd we knew years back has gone through transformation in the course of the year and is emerging slim, strong and ready to launch into the future. Gone are the times of dependence on social funding and reliance on central government agencies for sustainable social action. Gone are the business-as-usual approach on part of trustees and staff in delivering services in the community. The New CEED Charity Ltd has shed of excess weight and retained core businesses unique to CEED and staff to deliver the services. Change we embraced has been our reason for our existence today. It was not easy but I am glad and celebrate both the trustees and staff for the resilience and tenacity displayed in a very difficult and challenging period. The trustees are proud to present to you a charity ready for the challenges of the 21st century.

At the beginning of the year, CEED had many prophets of doom pronounce the end of the flag-ship organization in the St Pauls area. The credit crunch did not help matters when one organization after another was closing down at global scale as the economic melt down took its toll. CEED found itself well positioned for survival as the credit crunch had come much earlier in the charitable organisations. Charitable organizations found themselves with no funding streams as early as 2007. That gave organizations like CEED head start to adjust and streamline in line with the harsh economic environment. When the Inland Revenue served us a petition to close due to unpaid PAYE, that was the litmus test for CEED, its trustees and staff. Subsequently our bank accounts were frozen as a result of the petition. All our creditors were on our case. Tough times demand for tough people. I am proud to say yes, the atmosphere indicated doom but there comes a time in a man's life when you are moved by what you believe than what you see. We chose to shut our ears to our critics both within and without. Today I am glad the trustees and staff believed in CEED enough to see it through its darkest hour. I am equally grateful to our members who stood by us in our moment of trial.

The most difficult decision we took was the sell of DEAN street property. Numerous meetings and consultations were conducted seeking alternatives to avert the sell. Unfortunately when the Inland revenue threat of closure of CEED Charity was served, it became imminent that the building we cherish had to be sold. Allowing the closure of the charity would have been the easiest option considering the prevailing economic hardships. That option also meant loss of traineeships, loss of the Wilder Street property, Loss of the Ujima Radio and loss of jobs for our valuable staff let alone the services rendered to our communities. I am glad we took the difficult option to save the organization. Yes it was not easy but many agree with the trustees that the price was worth paying.

Now we present to you the New CEED Charity. The organization used to comprise of units namely, corporate, media, ICT, enterprise and positive action. We have identified units that were no longer viable such as ICT and enterprise and suspended their operation and upgraded the remaining units like Media, positive action and corporate into fully fledged companies namely Ujima Media Ltd, PAC Ltd and CEED Ltd respectively. These companies are wholly owned by CEED Charity Ltd for the purpose of delivering services on behalf of the charity. The companies are now fully operational with their own directors with a mandate to deliver quality

services on behalf of the charity. A Memorandum of Understanding was painstakingly drawn with legal experts to safeguard the charity assets in the subsidiary companies.

The Subsidiary Companies are now posed to take on the world with directors drawn from across the region and fields of expertise. The future is bright for those who dare to believe.

The next CEED charity board has a responsibility to monitor the subsidiary companies as they advance CEED's Charitable objectives and also expand the organization into new fields of business as the world economic climate changes.

In the following months, the trustees will be tested on their entrepreneurship acumen and wisdom to embrace continuous change. The competition is stiff but I ask you to brace yourselves to run the course. You have a great opportunity to steer CEED Charity Ltd into the uncharted waters of world business.

Edson Maburutse
Chair CEED (Charity) LTD

3 MISSION STATEMENT

'To improve the economic well being of those currently disadvantaged in the labour market and in business, in particular those from black and other minority ethnic groups.'

❖ OUR VISION

To build a thriving economic base offering training and business activities for sustainable quality of life for black and minority ethnic communities and other disadvantaged groups.

We aim to achieve the above vision through:

- Investing in staff training and development
- Operating strategic business units
- Delivering value for money
- Establishing partnering and partnerships
- Delivering quality
- Securing adequate funding

4. Risk Assessment

The Trustees have conducted a review of the major risks to which the charity is exposed and systems have been established to mitigate those risks. Assessment is reviewed on a regular basis.

5. Financial Statements

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the surplus or deficit of the charitable company for that period. In preparing those financial statements, the Board of Trustees has:

- selected suitable accounting policies and applied them consistently;
- made judgements and estimates that are reasonable and prudent;
- followed applicable accounting standards and statements of recommended practice without any material departures;
- prepared the financial statements on the going concern basis

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 1985.

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

In determining how amounts are presented within items in the Statement of Financial Activities and the Balance Sheet the trustees have had regard to the substance of the reported transactions or arrangements, in accordance with generally accepted accounting principles or practice.

So far as the trustees are aware at the time the report is approved:

There is no relevant audit information of which the company's auditors are unaware, and

The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish the auditors are aware of the information.

6. Reserves Policy

The Trustees have adopted a policy whereby general unrestricted funds not committed, held by the Charity should amount to three to six months of resources expended on the charitable and governance costs. In addition they aspire to designate funds that reflect the amount of fixed assets held by the charity not already covered by endowment and restricted funds. At present there are no free reserves.

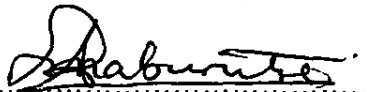
7. Small Company Exemptions

This report is prepared in accordance with the special provisions of part VII of the Companies Act 1985 relating to small companies and following the recommendations in Accounting and Reporting.

The report was approved by the trustees on ¹⁵ January 2010 and signed on its behalf by:

Edson Maburutse

Chair of Trustees



Independent Auditor's Report to the members of The CEED [Charity] Limited

I have audited the financial statements of The CEED [Charity] Limited for the year ended 31st March 2009

which comprise of the Statement of Financial Activities, the Balance Sheet and the related notes. These financial statements have been prepared under the accounting policies set out therein (and the requirements of the Financial Reporting Standard for Smaller Entities effective January 2007).

This report is made solely to the charity's members, as a body, in accordance with Section 235 of the Companies Act 1985. My audit work has been undertaken so that I might state to the charity's members those matters I am required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for my audit work, for this report, or for the opinions I have formed.

Respective responsibilities of trustees and auditors

As described in the Statement of Trustees' Responsibilities the trustees (who are also the directors of The CEED [Charity] Limited for the purposes of company law) are responsible for the preparation of the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

I report to you my opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Act 1985. I report to you whether in my opinion the information given in the Trustees' Annual Report is consistent with the financial statements. I also report to you if, in my opinion, the charity has not kept proper accounting records, if I have not received all the information and explanations I require for my audit, or if information specified by law regarding trustees' remuneration and transactions is not disclosed.

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

Basis of audit opinion

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

I planned and performed my audit so as to obtain all information and explanations which I 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 my opinion I also evaluated the overall adequacy of the presentation of information in the financial statements.

Independent Auditor's Report to the members of The CEED [Charity] Limited
[continued]

Opinion

In my opinion:

- the financial statements give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice [for Smaller Entities] of the state of the charitable company and group's affairs as at 31st March 2009, and of the group's incoming resources and application of resources, including its income and expenditure, in the year then ended;
- the financial statements have been properly prepared in accordance with the Companies Act 1985; and
- the information given in the Trustees' Annual Report is consistent with the financial statements.

Emphasis of matter- Going concern

In forming my opinion of the financial statements, which is not qualified, I have considered the adequacy of the disclosure in note 1[a] of the financial statements considering whether the going concern assumption is appropriate. Overall there net current liabilities of £385,236 and tangible assets of £477,849 after adjusting for deferred income.

The freehold premises in Dean Street were sold in July 2009 for £450,000 settling all outstanding creditors.

I have reviewed budget information to the audit date and accepted that the valuation of the freehold property is in excess of any potential liabilities and accepted the going concern nature of the company. Therefore the financial statements do not include any adjustments that would result if the company was unable to continue as a going concern.

Dick Maule
Chartered Accountant and Registered Auditor
10 Picton Street
Bristol 6

dated: 29.1.10

Dick Maule

The CEED (Charity) Limited

Balance sheet as at 31st. March 2009

	Notes	The Group 2009 £	2008 £	The Charity 2009 £	2008 £
Fixed assets					
Tangible assets	(2)	<u>883,365</u>	<u>896,247</u>	<u>448,928</u>	<u>457,533</u>
Current assets					
Stock	(3)	1,774	3,652	1,522	1,900
Debtors and prepayments	(4)	18,157	241,227	31,810	264,027
Cash at bank and on hand		143	1,425	-	-
		<u>20,074</u>	<u>246,304</u>	<u>33,332</u>	<u>265,927</u>
Current liabilities					
Creditors: amounts falling due within 12 months	(5)	<u>(385,236)</u>	<u>(380,059)</u>	<u>(383,216)</u>	<u>(384,268)</u>
Net Current assets		<u>(365,162)</u>	<u>(133,754)</u>	<u>(349,884)</u>	<u>(118,340)</u>
Creditors: amounts falling due after 12 months	(6)	<u>(405,516)</u>	<u>(409,202)</u>	<u>-</u>	<u>-</u>
Net assets		<u>112,687</u> =====	<u>353,290</u> =====	<u>99,044</u> =====	<u>339,192</u> =====
Unrestricted Funds	(7)				
General reserve		112,687	353,290	99,044	339,192
Restricted funds		-	-	-	-
Total funds		<u>112,687</u> =====	<u>353,290</u> =====	<u>99,044</u> =====	<u>339,192</u> =====

These financial statements were approved by the trustees on.....8/01/2010

On behalf of the trustees

ABIDSEH SAELEY JOHNSON, TREASURER,



dated:-

The CEED (Charity) Limited

Consolidated Statement of Financial Activities [including Income and Expenditure Account]
for the year ended 31st. March 2009

	Notes	Unrestricted Funds 2009 £	Restricted Funds 2009 £	Total Funds 2009 £	2008 £
Incoming resources					
Incoming resources from generated funds					
<i>Voluntary income</i>					
Donations		-	-	-	8,453
Fundraising		-	-	-	-
Membership		125	-	125	335
Activities to generate funds:					
Rent and room hire		62,115	-	62,115	68,917
Other generated income		68,337	-	68,337	13,330
Sales of trading company		5,391	-	5,391	27,702
Investment income		12	-	12	58
Incoming resources from charitable activities					
Grants and contracts		130,365	486,302	616,667	1,184,724
Training and private students		33,323	-	33,323	17,091
Total Incoming Resources		<u>299,668</u>	<u>486,302</u>	<u>785,970</u>	<u>1,320,610</u>
Resources expended					
[8]					
Costs of generating funds					
Trading Company expenditure		5,846	-	5,846	4,903
Fundraising and publicity		-	-	-	-
Charitable activities		531,243	486,302	1,017,545	1,496,824
Governance costs		3,183	-	3,183	3,550
Total Resources Expended		<u>540,272</u>	<u>486,302</u>	<u>1,026,574</u>	<u>1,505,277</u>
Net incoming/(outgoing) resources		<u>(240,603)</u>	<u>-</u>	<u>(240,603)</u>	<u>(184,667)</u>
Reconciliation of funds					
Total funds brought forward		353,290	-	353,290	537,957
Transfers between funds		-	-	-	-
Total funds carried forward		<u>112,687</u> =====	<u>-</u> =====	<u>112,687</u> =====	<u>353,290</u> =====

The CEED (Charity) Limited

Notes to the accounts for the year ended 31st. March 2009

(1) Principal Accounting Policies

The principal accounting policies adopted in the preparation of the financial statements are set out below and have remained unchanged from the previous year.

(a) Basis of accounting

The financial statements have been prepared under the historical cost convention, and in accordance with the Companies Act 1985 and the Statement of Recommended Practice: Accounting and Reporting by Charities issued in March 2005.

The accounts of the Company have been prepared on a going concern basis.

The financial statements show net current liabilities of £385,236 and tangible assets of £477,849 after adjusting for deferred income.

The premises in Dean Street were sold in July 2009 for £450,000 settling all outstanding creditors.

The directors consider the company to be a going concern.

(b) Fund accounting

[i] Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

[ii] Designated funds are unrestricted funds earmarked by the Management Committee for particular purposes.

[iii] Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

(c) Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income.

[i] Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

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

[iii] The value of services provided by volunteers has not been included in these accounts.

[iv] Investment income is included when receivable.

[v] Incoming resources from charitable trading activity are accounted for when earned.

[vi] Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.

(d) Resources expended

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered

[i] Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes.

[ii] Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them

The CEED (Charity) Limited

Notes to the accounts for the year ended 31st. March 2009

(1) Principal Accounting Policies

(e) Fixed assets

Tangible fixed assets are written off over the expected useful life of the asset, at 25% per annum on the straight line basis for equipment and 2% per annum for the premises.

Items under £250 are written off in the year of purchase.

(f) Group financial statements

These financial statements consolidate the results of the charity and its wholly owned subsidiary Centre for Development and Enterprise Development Limited on a line by line basis.

(2) Tangible Fixed Assets

	Premises	Office Equipment	Subsidiary	Total
	£	£	£	£
Cost: balance brought forward	380,156	312,685	494,677	1,187,518
additions in the year	<u>3,034</u>	<u>2,972</u>	<u>-</u>	<u>6,006</u>
	<u>383,190</u>	<u>315,657</u>	<u>494,677</u>	<u>1,193,523</u>
Depreciation: balance brought forward	-	235,308	55,963	291,271
charge for the year	<u>-</u>	<u>14,611</u>	<u>4,277</u>	<u>18,888</u>
	<u>-</u>	<u>249,919</u>	<u>60,240</u>	<u>310,159</u>
Net book value at 31st. March 2009	383,190	65,738	434,437	883,365
	=====	=====	=====	=====
Net book value at 31st. March 2008	380,156	77,377	438,714	896,247
	=====	=====	=====	=====

The CEED (Charity) Limited

Notes to the accounts for the year ended 31st. March 2009

group.....	charity.....	
	2009	2008	2009	2008
(3) Stock				
Stock	1,522	1,900	1,522	1,900
Trading stock	<u>252</u>	<u>1,752</u>	-	-
	1,774	3,652	1,522	1,900
	=====	=====	=====	=====
(4) Debtors and prepayments				
Operational debtors	18,000	64,578	18,000	64,578
Owed by trading subsidiary	-	-	13,653	22,800
Grants receivable	-	86,168	-	86,168
Sundry debtors and prepayment	<u>157</u>	<u>90,481</u>	<u>157</u>	<u>90,481</u>
	18,157	241,227	31,810	264,027
	=====	=====	=====	=====
(5) Creditors				
<i>Falling due within 12 months</i>				
Bank overdrafts	74,940	171,060	74,940	171,060
Operational creditors	136,117	174,251	136,117	174,251
PAYE/NIC liability	68,997	29,275	68,997	29,275
Owing to trading company	-	-	-	6,520
Short term loans	100,000	-	100,000	-
Sundry creditors	<u>5,473</u>	<u>5,473</u>	<u>3,162</u>	<u>3,162</u>
	385,526	380,059	383,216	384,268
	=====	=====	=====	=====
(6) Creditors: amounts falling due after 12 months				
Deferred income				
Government grants deferred	435,004	435,004		
	=====	=====		
Amortisation				
At 31st March 2008	25,802	22,116		
Credited to profit and loss account in the year	<u>3,686</u>	<u>3,686</u>		
	29,488	25,802		
	=====	=====		
Balance at 31st March 2009	405,516	409,202		
	=====	=====		

The CEED (Charity) Limited

Notes to the accounts for the year ended 31st. March 2009

(7) Movements in funds

	Balance 1st. April 2008	Incoming Resources	Outgoing Resources	Balance Transfers	31st. March 2009
	£	£	£	£	£
Unrestricted funds					
Trading Subsidiary	14,098	27,702	(27,710)	-	14,090
General Fund	<u>339,192</u>	<u>271,966</u>	<u>(512,562)</u>	-	<u>98,597</u>
	353,290	299,668	(540,272)	-	112,687
	=====	=====	=====	=====	=====
Restricted funds					
RDA Enterprise	-	12,934	(12,934)	-	-
ESF New Media	-	15,000	(15,000)	-	-
Training Unit	-	<u>458,368</u>	<u>(458,368)</u>	-	-
	-	486,302	(486,302)	-	-
	=====	=====	=====	=====	=====

The CEED (Charity) Limited

Notes to the accounts for the year ended 31st. March 2009

[8] Resources expended

	Charitable activities £	Governance costs £	Total 2009 £	Total 2008 £
Rates and water	15,867	-	15,867	9,448
Heat and light	13,944	-	13,944	15,212
Telephone	7,057	-	7,057	6,570
Travel	5,499	-	5,499	11,017
Other office costs	22,640	-	22,640	21,046
Salaries	369,861	-	369,861	566,503
Trustee expenses	-	20	20	388
Print, post, stationery and publicity	5,022	-	5,022	15,621
Office costs	28,657	-	28,657	24,691
Rent	1,782	-	1,782	21,645
Resources and materials	1,415	-	1,415	2,716
Hospitality	1,864	-	1,864	4,361
Volunteer expenses, staff training and recruitment	1,830	-	1,830	868
Audit	-	3,163	3,163	3,163
Bank charges	17,407	-	17,407	7,809
Professional services	9,234	-	9,234	62,297
Sundries	1,937	-	1,937	4,455
Equal-transnational	-	-	-	5,237
Advertising	3,025	-	3,025	7,516
Depreciation	14,611	-	14,611	14,611
Grant repaid	-	-	-	12,928
Conferences and subscriptions	1,217	-	1,217	2,026
Partnership costs	-	-	-	212,711
College fees and training resources	4,452	-	4,452	21,973
Trainee allowance	387,711	-	387,711	375,563
Bad debts	<u>102,512</u>	-	<u>102,512</u>	<u>70,000</u>
	1,017,545	3,183	1,020,728	1,500,374
	=====	=====	=====	=====

The CEED (Charity) Limited

Notes to the accounts for the year ended 31st. March 2009

(9) Employee information	2009	2008
Number of employees	11	20
The average weekly number of employees during the year were calculated on the basis of full time equivalents.		
No employee received emoluments of more than £60,000.		
	£	£
Salaries and wages	342,469	508,828
Social security costs	20,934	49,012
Pension	<u>6,458</u>	<u>8,663</u>
	<u>369,861</u>	<u>566,503</u>

(10) Trustees information	2009	2008
Trustees remuneration and expenses	<u>20</u>	<u>-</u>

The trustees received no remuneration.

(11) Group company

Centre for Employment and Enterprise Development Ltd. is the trading company for the charity, a summary of its trading follows:

	2009	2008
	£	£
Turnover	<u>5,391</u>	27,702
Cost of sales	<u>(4,494)</u>	<u>(3,440)</u>
Gross Profit	898	24,262
Administrative expenses	<u>(5,038)</u>	<u>(5,149)</u>
Amortisation of government grants	3,686	3,686
Gif aid to parent company	-	(22,800)
Interest received	-	-
Net Profit/ (loss) before taxation	<u>(455)</u>	<u>(1)</u>
Retained in subsidiary	<u>(455)</u>	<u>(1)</u>
The deficit is stated after charging:		
Reporting accountant/Auditor's remuneration	<u>650</u>	<u>650</u>