

**The Compassionate Mind Foundation**  
**Annual Report and Financial Statements**  
**for the Year Ended 31 July 2023**

**Charity number: 1120364**

**Company number: 05888231**

## **The Compassionate Mind Foundation**

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**The Compassionate Mind Foundation  
Report of the Trustees for the year ended 31 July 2023**

The Trustees are pleased to present their report together with the financial statements of the Charity for the year ended 31 July 2023.

**Reference and administrative information**

**Trustees and Directors**

The Directors of The Compassionate Mind Foundation, a charitable company (the “Charity”) are its Trustees for the purpose of Charity Law and throughout this report are collectively referred to as the Trustees.

The Trustees serving during the year and at the year-end are as follows:

**Board of Trustees:**

Dr K McEwan (Chairperson)  
Ms S Dowd – appointed 17/10/2022  
Mrs J Forrest  
Mrs J Gilbert  
Dr T A Schroder  
Mr D Shah  
Mrs D Woollands

**President:** Prof. P Gilbert

**Charity number:** 1120364

**Company number:** 05888231

**Registered office:** Markeaton Lodge  
University of Derby  
Markeaton Street  
Derby  
Derbyshire  
DE22 3AW

**Accountants:** Cedar + Co.  
Chartered Certified Accountants  
The Greenhouse  
106-108 Ashbourne Road  
Derby  
Derbyshire  
DE22 3AG

**Bankers:** The Co-operative Bank  
PO Box 250  
Delf House  
Skelmersdale  
WN8 6WT

## **The Compassionate Mind Foundation Report of the Trustees for the year ended 31 July 2023**

### **Structure, Governance and Management**

#### **Governing Document**

The Compassionate Mind Foundation is a Company limited by guarantee and a Registered Charity (collectively referred to as the “Charity”). The Charity was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the Charity being wound up, the Trustees are required to contribute an amount not exceeding £10.

The Board is in the process of updating the Memorandum and Articles.

#### **Objectives of the Charity**

The Compassionate Mind Foundation (CMF) is a charity which promotes wellbeing through facilitating the scientific understanding and application of compassion. It is underpinned by the theories put forward in the compassion focused therapy literature and research, including compassionate mind theory.

- The Foundation supports research and teaching of an evolution and contemplative informed compassion focused approach to human difficulties.
- The Foundation provides workshops, conferences, and a number of different resources for clinicians and individuals (including a community member’s only site) to support their work and personal practice, facilitate the open discussion on how to promote compassionate motives and behaviors across all domains.
- The Foundation supports dissemination of the flow of compassion whereby we are able to be compassionate to others, open to the compassion from others, and compassionate to ourselves.

#### **Management**

The responsibility to ensure appropriate management of the Charity is vested in the Board of Trustees.

#### **Induction and Training of Trustees**

Most Trustees are already familiar with the practical work of the Charity. However, new Trustees are encouraged to visit the Charity’s offices, website, etc. and attend meetings and events to familiarise themselves with the Charity and the context in which it operates. Staff and Trustees are provided with an induction process and guidance.

#### **Risk Management**

The Board has agreed a risk management structure for the organisation and has identified the major risks to which the organisation is exposed. Where appropriate, systems and procedures have been established to mitigate the risks faced by the Charity. Internal control risks are minimised by the implementation of procedures for authorisation of transactions and projects.

## **The Compassionate Mind Foundation**

### **Organisational Structure**

The Charity is managed by the Board of Trustees, who are supported by the employees and a number of committees, who represent a variety of professional backgrounds relevant to the work of the Charity. The employees meet with the Trustees on a quarterly basis to discuss the future strategy and policy of the Charity in an advisory capacity.

The final decision-making process is the responsibility of the Trustees.

### **Financial Review**

Since the Charity had changed their approach to delivering their planned workshops and conference from F2F to Online and Hybrid, allowing both in-person and online attendance. Due to the cost of living rises, we are noticing a drop in F2F attendance, but an increase in online sales. This greatly expanded the reach of the training, allowing delegates from across the world to join. Alongside this, given the nature of training (working with human difficulties) and the suffering caused by the pandemic, this extended the interest and demand for CFT training. The Charity, therefore, provided a greater number of workshops online, which increased income, but were undertaken at relatively low costs to run compared to face-to-face events in previous years.

Given the rapid growth, the Charity plan to reinvest funds into training development, providing a combination of face to face and online training. There are also considerable plans for developing the infrastructure, employing more staff to support the increased activities as shown in the current years accounts. Funds will also be used for research projects as well as developing resources such as freely available video series like the 'Compassion and Safe Relating' series developed during the pandemic.

The Charity will also continue to offer more scholarships and award free places on the training programmes, workshops, and conferences.

### **Reserves Policy**

The policy of the Trustees is to generate funds from training events and charitable donations in order to facilitate the work of the Foundation. This is to increase the awareness and use of Compassion Focused Therapy in a variety of psychological and social domains. In addition, the Charity will fund research into compassion focused social and psychological research. We are developing a fund from training events to cover the costs of running the Charity, undertaking research, maintaining the website, and paying trainers.

In order to do this, the Trustees estimate that a reserve of £232,924 is required to cover six months running costs of the Charity. The financial statements currently show an unrestricted reserve of £301,364 for the Charity as at 31 July 2023. The Trustees will continue to monitor the reserves policy. The shift in the Charities activities following the pandemic will result in larger operating costs going forwards, this was a strategic decision made by the trustees, by offering wider training events creating higher revenue streams moving forward and enable the foundation to meet its growth targets.

### **Trustees responsibilities in relation to the financial statements**

Company Law requires the Trustees to prepare financial statements that give a true and fair view of the state of the affairs of the Charity at the end of the financial year and of its surplus or deficit for the financial year. In doing so the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Make sound judgements and estimates that are reasonable and prudent; and
- Prepare the financial statements on a going concern basis unless it is appropriate to presume that the Charity will not continue in business.

The Trustees are responsible for maintaining proper accounting records, which disclose with reasonable accuracy at any time the financial position of the Charity and enables them to ensure that the financial statements comply with the Companies Act 2006. The Trustees are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Trustees and signed on their behalf by:

.....  
Dr K McEwan

23 April 2024

**The Compassionate Mind Foundation**  
**Independent examiner's report to the Trustees of the Compassionate Mind Foundation**

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 July 2023.

**Responsibilities and basis of report**

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent examiner's statement**

Since the Company's gross income exceeded £250,000. I confirm that I am qualified to undertake the examination because I am member of Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I can confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Cedar + Co.  
Chartered Certified Accountants  
The Greenhouse  
106-108 Ashbourne Road  
Derby  
DE22 3AG

24 April 2024

**The Compassionate Mind  
Foundation  
Statement of Financial Activities  
Income and Expenditure Account  
for the year ended 31 July 2023**

	<b>Note</b>	<b>Restricted Funds 2023 £</b>	<b>Unrestricted Funds 2023 £</b>	<b>Total 2023 £</b>	<b>Total 2022 £</b>
<b>Incoming resources</b>					
Income from activities		-	632,948	632,948	622,836
Donations		-	2,497	2,497	1,713
Marmot Grant		-	-	-	10,100
Total incoming resources		-	635,445	635,445	634,649
<b>Resources expended</b>					
Reed Foundation Schools project		-	-	-	8,273
Marmot Grant		-	-	-	5,000
Costs of activities	2	-	648,514	648,514	446,048
Governance costs	3	-	122,596	122,596	86,627
Total resources expended	4	-	771,110	771,110	545,948
<b>Net incoming resources</b>		-	(135,665)	(135,665)	88,701
<b>Fund balance brought forward at 1 August 2022</b>		9,350	437,029	446,379	357,678
<b>Fund balance carried forward at 31 July 2023</b>	9,10	9,350	301,364	310,714	446,379

**The Compassionate Mind Foundation**  
**Balance sheet as at 31 July 2023**

	Note	2023 £	2022 £
<b>Fixed assets</b>			
Tangible assets	6	21,614	23,219
		21,614	23,219
<b>Current assets</b>			
Stock		338	450
Debtors	7	79,544	21,309
Cash at bank and in hand		479,384	547,945
		<u>559,266</u>	<u>569,704</u>
<b>Creditors</b>	8	<u>270,166</u>	<u>146,544</u>
<b>Net current assets</b>		<u>289,100</u>	<u>423,160</u>
<b>Net assets</b>		<u>310,714</u>	<u>446,379</u>
<b>Capital funds</b>			
Restricted funds	9	9,350	9,350
Unrestricted funds	10	<u>301,364</u>	<u>437,029</u>
		<u>310,714</u>	<u>446,379</u>

For the year ending 31 July 2023 the charity is entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The Board of Trustees have not required the company to obtain an audit of its financial statements for the year ended 31 July 2023 in accordance with Section 476 of the Companies Act 2006.

The Board of Trustees acknowledge their responsibility for complying with the requirements of the Act with regards to the accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the board on 23 April 2024 and signed on its behalf by:

.....  
 Dr K McEwan

The notes form part of these financial statements

**The Compassionate Mind Foundation**  
**Notes to the financial statements for the year ended 31 July 2023**

**1 Accounting policies**

**a) Basis of accounting**

The financial statements have been prepared under the historical cost convention, and in accordance with applicable accounting standards and the Statement of Recommended Practice: Accounting and Reporting by Charities (revised 2005).

**b) Company status**

The charity is limited by guarantee and every member undertakes to contribute such an amount, not exceeding £10, as may be required in the event of the charity being wound up while he is a member, or within one year after he ceases to be a member, for payment of the debts and liabilities of the company.

**c) Fund accounting**

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

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

**d) Incoming resources**

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

**e) Resources expended**

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to that category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of the resources.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity. Management and administration costs are those incurred in connection with administration of the charity, compliance with constitutional and statutory requirements and the reasonable costs of Trustees attending Charity meetings, conferences and workshops.

**f) Tangible fixed assets**

Depreciation is provided on tangible fixed assets at the following annual rates in order to write off each asset over its estimated useful life:

Website	- 25% on a straight-line basis
Office equipment	- 25% on a straight-line basis

**The Compassionate Mind Foundation**  
**Notes to the financial statements for the year ended 31 July 2023**

**2 Cost of activities**

	<b>Direct 2023 £</b>	<b>Staff costs 2023 £</b>	<b>Other 2023 £</b>	<b>Total 2023 £</b>	<b>Total 2022 £</b>
Activities	365,733	278,400	4,381	648,514	446,048

Direct costs are those associated with providing the activity, for example, room hire and travel costs.

Other costs include support costs and other indirect costs.

**3 Governance costs**

	<b>Other 2023 £</b>	<b>Depreciation 2023 £</b>	<b>Total 2023 £</b>	<b>Total 2022 £</b>
Governance costs	108,987	13,609	122,596	86,627

Other governance costs represent administration and accountancy fees.

**4 Total resources expended**

	<b>2023 £</b>	<b>2022 £</b>
Total resources expended	771,110	545,948

Included in the above is depreciation totaling £13,609 (2022: £12,370)

**The Compassionate Mind Foundation**  
**Notes to the financial statements for the year ended 31 July 2023**

**5 Staff costs and Trustee remuneration**

On average the Charity had 14 employees (10 Full-time Equivalent) during the year. The total amount of staff costs for the year was £278,400. Last year, the comparable information was 11 employees (6 Full-time Equivalent), amounting to total staff costs of £198,281.

No Trustees were paid any remuneration during the year. Reasonable costs for Trustees to attend Charity meetings, conferences and workshops were paid by the Charity.

**6 Tangible fixed assets**

	<b>Website</b>	<b>Office</b>	<b>Total</b>
	<b>£</b>	<b>Equipment</b>	<b>£</b>
		<b>£</b>	<b>£</b>
<b>Cost</b>			
At 1 August 2022	27,009	58,622	85,631
Additions	4,019	7,985	12,004
At 31 July 2023	31,028	66,607	97,635
<b>Depreciation</b>			
At 1 August 2022	21,559	40,853	62,412
Charge for year	3,505	10,104	13,609
At 31 July 2023	25,064	50,957	76,021
<b>Net book value</b>			
At 31 July 2023	5,964	15,650	21,614
At 31 July 2022	5,450	17,769	23,219

**7 Debtors**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Trade debtors	54,196	20,014
Prepayments	25,348	1,295
	<u>79,544</u>	<u>21,309</u>

**The Compassionate Mind Foundation**  
**Notes to the financial statements for the year ended 31 July 2023**

<b>8 Creditors</b>	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Trade creditors	25,526	15,162
Accruals	2,650	2,580
Deferred income	232,715	123,999
Other creditors	9,274	4,803
	<u>270,165</u>	<u>146,544</u>

**9 Restricted funds**

Marmot Grant

A balance of £9,350 was brought forward from the previous year and there was no movement during the year. The balance carried forward to next year is £9,350. Last year £5,000 was expended to the profit and loss account.

**10 Unrestricted funds**

	<b>2023</b>
	<b>£</b>
At 1 August 2022	437,029
Net incoming resources in the year	<u>(135,665)</u>
At 31 July 2023	<u>301,364</u>