

TIŌ ASSOCIATES

TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) FOR THE YEAR ENDED 31 MAY 2023

The trustees present their annual report and financial statements for the year ended 31 May 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's [governing document], the Charities Act (NI) 2008 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).

Objectives and activities

a. Policies and objectives

Tio Associates is a pioneer network of professionals, who provide and promote Christian perspectives on intellectual disabilities using theology, story and the arts. Through the mediums of teaching, training and performance, Tio aims to inspire, equip and accelerate change in churches, faith communities and wider society. Important advances in educational and social inclusion for people with intellectual disabilities have taken place over the past decade, with greater advocacy for change, yet significant areas of marginalisation are still to be substantially addressed.

b. Activities undertaken to achieve objectives

Our aim is to provide teaching, training and consultancy on intellectual disability and spirituality by making available the expertise and experience of our Associates. Our main activities are designing and delivering courses for groups and faith communities, contributing to larger festivals, writing and broadcasting.

c. Main activities undertaken to further the company's purposes for the public benefit

Tio is working to bring about change in three key areas:

1. The spiritual development of people with intellectual disabilities.
 2. The role of the church in promoting the value and contribution of people with intellectual disabilities (and their families) by modelling appropriate inclusion.
 3. The lack of a strong theological voice on intellectual disability across society.
- Our vision is to see a world valuing the personal and spiritual contributions of people with intellectual disabilities. The trustees have had regard to Charity Commission Northern Ireland's guidance on public benefit.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the trust should undertake.

Achievements and performance

a. Review of activities

We have continued to develop our communications strategy seeking to extend our social media presence and to design and deliver online learning appropriate to the changing landscape in church and society.

We were also able to contribute some video content to some of the Conferences that we would have normally attended but which went ahead on-line rather than an in-person event. The "Following God Together" group used video technology to meet during the lockdown restriction and when appropriate meet outside on a few occasions.

Current plans for 2023-24 include the design and delivery of further online teaching and training (including international opportunities), partnership development, advancing a sustainable funding base, enhancing our social media engagement, adding new Board members when possible and exploring the greater use of our extended Associate team.

Financial review

After making appropriate enquiries, the Trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

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TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MAY 2023

Unrestricted reserves which have not been designated for a particular purpose, should be maintained at a level to ensure that in the event of a significant drop in funding, will enable them to continue the charity's current activities while consideration is given to ways in which additional funds may be raised.

Structure, governance and management

a. Constitution

Tio Associates is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association on 30/05/2017.

b. Methods of appointment or election of Trustees

The management of the company is the responsibility of the Trustees who are elected and co-opted under the terms of the Memorandum of Association.

c. Organisational structure and decision-making policies

The current organisational structure is a Board (comprising 4 members), an Executive Director (part-time, paid), an Assistant (part-time, paid), a Development Group (voluntary) and 10 Associates (voluntary). Strategic decisions are taken by the Board and the day-to-day decisions taken by the Executive Director and Assistant, in consultation with the Development Group, and accountable to the Board. Mid-year the position of Executive Director changed with the retirement of Dr Ian Dickson. He was replaced by Dr Jill Harshaw who has been involved with Tio from the beginning.

d. Financial risk management

The Trustees have assessed the major risks to which the company is exposed, in particular those related to the operations and finances of the company, and are satisfied that systems and procedures are in place to mitigate exposure to the major risks.

Plans for future periods

Current plans for 2022-23 include the design and delivery of online teaching and training (including international opportunities), partnership development, advancing a sustainable funding base, enhancing our social media engagement, adding new Board members when possible and exploring the greater use of our extended Associate team.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

J M Bothwell

J M Bullock

G Wilson

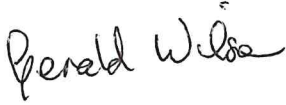
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The trustees' report was approved by the Board of Trustees.

G Wilson
Trustee



26 February 2024