

# **WORTHING ISLAMIC SOCIAL AND WELFARE SOCIETY**

REGISTERED CHARITY NUMBER: 294050

## **TRUSTEES' REPORT AND ACCOUNTS** FOR THE YEAR ENDED 31 MARCH 2021

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## **WORTHING ISLAMIC SOCIAL AND WELFARE SOCIETY**

REGISTERED CHARITY NUMBER: 294050

### **TRUSTEES' ANNUAL REPORT 31 MARCH 2021**

The Society's Trustees present their report together with the independently examined accounts for the year ended 31 March 2021.

#### **SOCIETY'S OBJECTS**

The principal objects of the Society are the advancement of the Islamic faith and the relief of poverty, i.e. by offering help and assistance to widows and widowers, the elderly, the disabled, the unemployed and the under-privileged generally, in whatever way possible, and by helping to arrange and attend to the burial of any deceased members of the Muslim Community and to assist the bereaved generally.

#### **ORGANISATION**

The Society carries out its objectives at the Worthing Islamic Cultural Centre. The Trustees determine the general policy of the running of the Worthing Islamic Cultural Centre. The day to day management of the Worthing Islamic Cultural Centre is delegated to the Imam.

#### **PUBLIC BENEFIT**

The current activities of the Society are detailed in the Trustees' Annual Report. The Trustees confirm that they have referred to the guidance contained in the Charity Commission's guidance on public benefit when reviewing the Society's aims and objectives and in planning its future activities. The Society constitutes a public benefit entity as defined by the FRS 102.

#### **POLICY**

The policies of the Society are driven by its objectives. Policies also take into account current legislation relating to Charities. The Centre makes its facilities available to the local Muslim community and, in addition, opens its doors to the wider community (i.e. educational visits by local schools, local church groups, local cubs & scouts, etc.).

#### **STATUS AND ADMINISTRATION**

The Worthing Islamic Social and Welfare Society is governed by a Constitution adopted by resolution dated 17 November 1985 (as revised and ratified by full membership at AGM 2014) and being registered with the Charities Commission, is required to comply with the Charities Act. Its principal address is Worthing Islamic Cultural Centre, Ivy Arch Road, Worthing, West Sussex. BN14 8BX

#### **FINANCIAL RESULTS**

The accounts comply with the Charities Act 2011 and the Statement of Recommended Practice "Accounting and Reporting by Charities" preparing their accounts in accordance with the Financial Reporting Standard (FRS102) applicable in United Kingdom and Republic of Ireland.

The results for the year are set out in the Statement of Financial Activities on page 8.

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**TRUSTEES' ANNUAL REPORT**  
**31 MARCH 2021**

**REVIEW OF THE SOCIETY'S YEAR**

In the year ended 31 March 2021, the Society received £107,099 (2020: £158,735), in donations, madrasah fees, grants, subscriptions etc., and spent £91,090 (2020: £87,716) leaving an overall surplus of £16,009 (2020: £71,019). During the year the Society successfully fulfilled many of its core objectives as far as was possible within Covid Guidelines, some of which are mentioned below:

- 1) Offered facilities for the five Daily prayers, Friday prayers and the two Eid prayers.
- 2) Made arrangements for Ramadhan, i.e. Taraweeh prayers, Iftaar, Iktikaf, etc.
- 3) Distributed donations of £1,185 (2020: £18,491) to the poor and needy and to other institutions with similar objectives.
- 4) Organised Quran reading and Islamic knowledge classes for children.
- 5) Visited the sick at their homes and in hospitals.
- 6) Performed marriage ceremonies and provided marriage and divorce counseling.
- 7) Performed funeral services i.e. washing, burial and prayers, and comforted the bereaved.

Several other significant events also took place during the year, as follows:

1. The children's Madrassa continues to flourish under the dedicated leadership of Imam Idris Nawab with the help of the teachers and several volunteers. A total of 106 (2020: 98) children are now on the Madrassa register and an average of 90 (2020: 83) regularly attend.
2. In addition to the daily Quran and Islamic Study classes, the following events took place:
  - a. Individual student progress reports sent out to parents.
  - b. Teachers recruited to help and support Imam Idris with the children's classes.
3. The maintenance of an on-line document repository for the secure archiving of all Society related documents.
4. The internet domain names [www.worthingmasjid.co.uk](http://www.worthingmasjid.co.uk) and [www.worthingmasjid.com](http://www.worthingmasjid.com) continued to be formally reserved by the centre. The new Masjid website continues to offer many facilities including:
  - a. Real-time display of Jama'at times throughout the year
  - b. Information about forthcoming events and talks at the centre.
  - c. Downloadable prayer timetables for the year.
  - d. Downloadable online documents such as the constitution and gift aid/bankers order forms, visitor guidelines and timetables.
  - e. 'How to Find Us', 'About us' and 'Services' sections.
5. Successfully organised the Eid-ul-Fitr and Eid-ul-Adha congregational prayers in the park, ensuring that the Sunnah of offering Eid Salah outdoors are observed and made available to the Worthing Muslim community.
6. Throughout the year we welcomed various local community/religious groups, schools, scouts/cubs and other groups to the Masjid. The Imam also visited local schools to give talks on Islam. He has also been invited and now sits on the Board of "SACRE"; which is the body responsible for religious education for schools in Sussex.
7. As can be seen in the Accounts, this year the Masjid claimed back income tax on gift aid donations totalling £4,500 (2020: £6,810).

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### **TRUSTEES' ANNUAL REPORT**

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8. A key fob and door entry procedure is kept in operation, thereby improving Masjid security whilst at the same time allowing freer use of the Masjid facilities.

9. COVID-19 Poverty Relief Programme

The COVID-19 pandemic exacerbated the challenges faced by many of the most vulnerable people in our local community, including the elderly, struggling families, homeless people and those affected by mental and physical illness and disability. At the same time, many local charities were struggling to cope with the increased demand while also suffering from decreased income. In response, Worthing Islamic Social and Welfare Society initiated an urgent COVID-19 Poverty Relief Programme to provide financial support, food, clothing and other essentials to local people of all faiths affected by the pandemic.

Working with local charities and community groups we were able to reach those most in need by tapping into existing networks, while at the same time providing much-needed support to valuable community services which many people rely on. Thanks to funding from the ZVM Rangoonwala Foundation UK (Charity Reg. No. 271513), we were able to expand this important programme of relief throughout 2020 to provide on-going support to those struggling with poverty and hardship. In total, we distributed £10,000 through 10 local groups, helping approximately hundreds of people in Worthing and the surrounding areas. In 2021, as the effects of the pandemic continued, we were able to continue this support, and have recently received additional funding from the ZVM Rangoonwala Foundation UK to extend the programme in 2022.

A full list of organisations supported through the Programme can be found below:

- Community Spirit
- Cysall Worthing
- Deen Relief
- The Gateway Hub
- Home-Start
- Safe in Sussex
- Worthing Food Bank
- Worthing Food Foundation
- Worthing Soup Kitchen
- Worthing Islamic Society

10. Ramadan Iftaar Programme

Ramadan, the month of fasting, is the most important and sacred month in the Islamic calendar. It is also a time in which the community typically comes together. For the past two Ramadhans, the activities of the Worthing Islamic Social and Welfare Society have been limited due to the restrictions of the COVID-19 pandemic, as have communal Ramadhan activities up and down the country. For vulnerable Muslims in the community, one of the most significant services provided by the Society each year has been the provision of daily Iftaar (the meal which breaks the fast) in the mosque. In the absence of a communal Iftaar at the mosque as in previous years, the Society decided to initiate a programme to provide Iftaar directly to the homes of those Muslims who needed it in Worthing and the surrounding areas. Funded by the kind donations of our supporters, and working in collaboration with a number of local businesses, we were able to provide 27 Muslims with Iftaar, every single day of Ramadhan. Through this project, these people could get the most out of the Holy Month, without having to worry about where their next Iftaar meal was coming from at the end of the fasting day.

## **WORTHING ISLAMIC SOCIAL AND WELFARE SOCIETY**

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### **TRUSTEES' ANNUAL REPORT 31 MARCH 2021**

#### **RESERVES POLICY**

Unrestricted funds at 31 March 2021 were £356,684 (2020: £377,537) of which £293,916 (2020: £297,745) was invested in tangible fixed assets for use by the Society. The Society therefore had a surplus of free reserves at 31 March 2021 of £62,768 (2020: £79,792), mainly represented by cash at bank and in-hand and debtors and prepayments.

The Trustees have determined that the priorities for the coming year are:

- a. To remain at the forefront in the provision of Islamic education in Worthing and the surrounding areas.
- b. To continue providing support to the local Muslim community and related Islamic organizations.
- c. To continue the propagation of Islamic Awareness to the Non-Muslim community of Worthing and the surrounding areas.

The trustees are aware that the level of the Society's financial reserves must be maintained which means that various fund-raising efforts will have to be organized to ensure the required finance are available to meet the objectives above.

#### **RISK MANAGEMENT**

The Trustees continue to keep the Society's activities under review, particularly in relation to major risks that may arise from time to time, and to monitor the effectiveness of the systems of internal controls and other viable means, including insurance cover where appropriate, by which those risks already identified by the Trustees can be best mitigated.

#### **SOCIETY'S TRUSTEES**

The Trustees who served during the year to 31 March 2021 were:

Ali Abdul Rahman	Chairman
Aksar Uddin Sikder	Deputy Chairman
Liton Chowdhury	Treasurer (stepped down on 19 December 2021)
Fokar Uddin Ahmed	Assistant Treasurer
Imran Hafeez	Secretary
Nadeem Khan	Assistant Secretary
Sarmad Jamal	
Sultan Ahmed	(stepped down on 19 December 2021)
Abdullah Mokul	
Yakoub Purches	(stepped down on 19 December 2021)
Mohammad Abdul Khahar	
Mamounur Sheikh Rahman	(stepped down on 19 December 2021)
Raza Khan	
Shaheenur Rahman	(stepped down on 30 June 2021)

Election to the Society's Board of Trustees is for a period of two years, at which time all shall stand down. Election shall be by ballot of all the fully paid members.

## **WORTHING ISLAMIC SOCIAL AND WELFARE SOCIETY**

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### **TRUSTEES' ANNUAL REPORT 31 MARCH 2021**

#### **SOCIETY'S CUSTODIAN TRUSTEES**

The current Custodian Trustees for the Society are:

[1] Abdul Hadi Khabbaze; [2] Abdul Fatah Fansa; [3] Khalid Hasan; [4] Jamal Ahmed Khan; and [5] Aksar Uddin Sikder

The Register of Custodian Trustees, which according to the Society's constitution must be reviewed every five years, was last reviewed at the Monthly Executive Committee Meeting held on 13 January 2019. The next review must therefore be done before 13 January 2024.

#### **SOCIETY'S MAIN AGENTS AND ADVISORS**

Bankers:	HSBC Bank plc. 16 Goring Road, Worthing, West Sussex. BN12 4AW
Solicitors:	Rosemary Hensby, 20 Mulberry Lane, Goring-by-Sea, West Sussex, BN12 4NS
Independent Examiner:	Forhad Monsur, MAAT ACCA, No. 5 Station Parade, Tarring Road, Worthing. BN11 4SS

#### **TRUSTEES' RESPONSIBILITIES**

The trustees are responsible for preparing the annual report and accounts in accordance with the applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the trustees to prepare accounts for each financial year, which give a true and fair view of the state of affairs of the society and of the incoming resources and application of resources of the Society for that year. In preparing those accounts, 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 accounting standards have been followed, subject to any material departures disclosed and explained in the accounts.
- Prepare the accounts on the going concern basis unless it is inappropriate to presume that the society will continue in operation.

The trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the society and to enable them to ensure that accounts comply with Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations 2008 and the charity's governing document. They are also responsible for safeguarding the assets of the society and hence for 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.

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**TRUSTEES' ANNUAL REPORT****31 MARCH 2021****THE IMPACT OF THE COVID-19 PANDEMIC**

On the 23rd March 2020, just a week before the start of this Financial Account year, strict Covid-19 lockdown rules were announced for the entire United Kingdom. A day before, in anticipation of the announcement the doors of the Centre were closed to the general public and all public worship was suspended. The teaching staff and the Assistant Imam were placed on Furlough. The Principal Imam was kept on the payroll as he was instructed to publicly broadcast and establish the prayers in accordance with the requirements of our faith. He also kept in regular contact with the vulnerable members of our society and held online classes for the Madrasah children. At the time of writing this Report (January 2022), the Centre is now fully open.

**INDEPENDENT EXAMINER**

At the last Annual General Meeting, Forhad Monsur MAAT, ACCA, was appointed as the Society's Independent Examiner.

Signed for and on behalf of the Society's Trustees by:

\_\_\_\_\_  
Ali Abdul Rahman  
Chairman

\_\_\_\_\_  
Imran Hafeez  
Secretary

\_\_\_\_\_  
Mamunur Basher  
Treasurer

Date:

**WORTHING ISLAMIC SOCIAL AND WELFARE SOCIETY**  
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**Independent Examiner's Report to the Trustees of 'Worthing Islamic Social and Welfare Society'**

I report to the Society's Trustees on my examination of the accounts of the 'Worthing Islamic Social and Welfare Society' for the year ended 31 March 2021, which are set out on pages 8 to 13.

**Respective responsibilities of trustees and examiner:**

The trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention.

**Basis of independent examiner's statement:**

My examination was carried out in accordance with general Directions given by the Charity Commission. 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 seeking 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 no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

In connection with my examination, no matter has come to my attention to indicate that:

- accounting records have not been kept in accordance with section 130 of the 2011 Charities Act;
- the accounts do not accord with such records;
- where accounts are prepared on an accruals basis, whether they fail to comply with relevant accounting requirements, or are not consistent with the Charities SORP (FRS102)

Mr. Forhad Monsur  
MAAT, ACCA  
Independent Examiner

Date:



**WORTHING ISLAMIC SOCIAL AND WELFARE SOCIETY**  
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**STATEMENT OF FINANCIAL ACTIVITIES**  
**(including income and expenditure account)**  
**FOR THE YEAR ENDED 31 MARCH 2021**

	Notes	Restricted £	Unrestricted £	Total 31.3.21	Total 31.3.20 £
<b>Income from:</b>					
Donations received	2	-	32,203	32,203	104,011
Investment Income(Rental income)			12,000	12,000	12,000
Subscriptions			8,995	8,995	1,850
Income tax refund			4,500	4,500	6,810
Madrassah fees			14,183	14,183	23,240
Home receivers			235	235	4,810
Furlough Grant			13,514	13,514	-
Rangoonwala funds		10,000	-	10,000	-
Zakat, Fitrah and Sadaqa	7	1,185		1,185	6,014
Other income			10,284	10,284	-
<b>Total income</b>		<u>11,185</u>	<u>95,914</u>	<u>107,099</u>	<u>158,735</u>
<b>Expenditure:</b>					
<b>Expenditure on charitable activities:</b>					
Wages and salaries	9		40,285	40,285	26,298
Rent			13,200	13,200	13,200
General and water rates			2,950	2,950	3,489
Building insurances			1,574	1,574	1,510
Light and heat			3,975	3,975	3,100
Repairs and renewals			2,396	2,396	4,925
Cleaning			953	953	1,331
Postage and stationery			807	807	1,273
Donations made		1,185	-	1,185	18,491
Telephone			898	898	797
Islamic books			433	433	934
Payroll services			645	645	305
Accountancy			500	500	500
Bank charges			5	5	-
Home receiver expenses			100	100	-
Covid expenses			1,359	1,359	-
Rangoonwala expenses		10,000		10,000	-
Sundry expenses			5,996	5,996	7,769
Depreciation - building			1,651	1,651	1,651
Depreciation - equipment			2,178	2,178	2,143
<b>Total expenditure</b>		<u>11,185</u>	<u>79,905</u>	<u>91,090</u>	<u>87,716</u>
<b>Net income/(expenditure) and net movements in funds for the year</b>		-	16,009	16,009	71,019
<b>Transfer of funds</b>		36,862	(36,862)	-	-
<b>Reconciliation of funds:</b>					
Total funds brought forward		243,655	377,537	621,192	550,173
<b>Total funds carried forward</b>		<u>280,517</u>	<u>356,684</u>	<u>637,201</u>	<u>621,192</u>

**WORTHING ISLAMIC SOCIAL AND WELFARE SOCIETY**  
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**BALANCE SHEET**  
**AS AT 31 MARCH 2021**

	Notes	31.03.2021		31.03.2020	
		£	£	£	£
<b>FIXED ASSETS</b>					
Tangible Fixed Assets	3		293,916		297,745
Investment Property	4		276,943		276,943
			<u>570,859</u>		<u>574,688</u>
<b>CURRENT ASSETS</b>					
Debtors and prepayments	5	11,336		8,691	
Cash at bank		71,785		52,443	
Cash in hand		464		2,797	
		<u>83,585</u>		<u>63,931</u>	
<b>LESS: CURRENT LIABILITIES</b>					
Creditors and accruals	6	17,243		17,427	
		<u>17,243</u>		<u>17,427</u>	
<b>NET CURRENT (LIABILITIES)/ASSETS</b>			<u>66,342</u>		<u>46,504</u>
			<u>637,201</u>		<u>621,192</u>
<b>Financed by:-</b>					
<b>ACCUMULATED FUND (Page 8)</b>					
Unrestricted fund			356,684		377,537
Restricted fund	8		280,517		243,655
			<u>637,201</u>		<u>621,192</u>

Approved by the Society's Trustees

.....  
Ali Abdul Rahman (Chairman)

.....  
Imran Hafeez (Secretary)

.....  
Mamunur Basher (Treasurer)

## **NOTES TO THE ACCOUNTS - 31 MARCH 2021**

### **1. ACCOUNTING POLICIES**

#### **1.1 Basis of Accounting**

The financial statement have been prepared on an accruals basis under the historical cost convention, and in accordance with the Statement of Recommended Practice, "Accounting and Reporting by Charities" applicable to charities preparing their accounts in accordance with Financial Reporting Standard (FRS 102) applicable in the UK and Republic of Ireland and the Charities Act 2011. The trustees consider there to be no material uncertainties about the Charity's ability to continue as a going concern. The accounts are

#### **1.2 Depreciation**

Depreciation is calculated to write down the cost less estimated residual value of all tangible fixed assets, other than freehold land, over the period of their expected useful lives. The depreciation rates applied are as follows:

Freehold Buildings	2% per year on a straight line basis
Equipment	33% per year on a straight line basis

#### **1.3 Fixed assets**

All tangible fixed assets costing more than £250 are capitalised and carried in the balance sheet at historical cost.

Donated assets are capitalised at a reasonable estimate of their value to the Society.

#### **1.4 Fund structure**

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity. Restricted funds are subjected to restrictions on the expenditure imposed by the donors. Whilst some donations are received mainly for specific programmes run during the year, the trustees consider that these are unrestricted.

#### **1.5 Income recognition**

All income are included in the statement of financial activities as soon as (a) the charity is entitled to the income and (b) the amount can be quantified with reasonable accuracy.

#### **1.6 Expenditure recognition**

Expenditure is recognised on an accruals basis as a liability is incurred.

### **2. DONATIONS RECEIVED**

Included in the donations received figure of £32,203 (2020: £104,011) are receipts totalling £12,560 (2020: £17,841) from Friday Collections, £Nil (2020: £12,477) from Charities Collections and £6,564 (2020: £5,790) from General Donations.

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**NOTES TO THE ACCOUNTS - 31 MARCH 2021**

**3. FIXED ASSETS**

	<i>Land</i>	<i>Buildings</i>	<i>Equipment</i>	<i>Total</i>
<b><i>COSTS</i></b>				
As at 31.3.20	50,000	270,856	24,932	345,788
Additions	-	-	-	-
Disposals	-	-	-	-
As at 31.3.21	<u>50,000</u>	<u>270,856</u>	<u>24,932</u>	<u>345,788</u>
<b><i>DEPRECIATION</i></b>				
As at 31.3.20	-	26,917	21,126	48,043
Charge for year	-	1,651	2,178	3,829
On disposal	-	-	-	-
As at 31.3.21	<u>-</u>	<u>28,568</u>	<u>23,304</u>	<u>51,872</u>
<b><i>NET BOOK VALUE</i></b>				
As at 31.3.21	<u>50,000</u>	<u>242,288</u>	<u>1,628</u>	<u>293,916</u>
As at 31.3.20	<u>50,000</u>	<u>243,939</u>	<u>3,806</u>	<u>297,745</u>

**4 Investment Property**

	<b>Land &amp; Building</b>
<b>Cost</b>	
As at 31.3.20	276,943
Additions	-
Disposal	-
As at 31.3.21	<u>276,943</u>
<b>Fair value gain(loss)</b>	
As at 31.3.20	-
As at 31.3.21	<u>-</u>
<b>Fair Value</b>	
As at 31.3.21	<u>276,943</u>
As at 31.3.20	<u>276,943</u>

**5. DEBTORS AND PREPAYMENTS**

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Rates	-	1,881
Gift aid tax repayment	11,336	6,810
	<u>11,336</u>	<u>8,691</u>

**6. CREDITORS AND ACCRUALS**

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Interest-free loan	15,000	15,000
Water rates	292	430
PAYE & NIC	172	197
Accountancy	500	500
Donations payable	1,279	1,300
	<u>17,243</u>	<u>17,427</u>

**WORTHING ISLAMIC SOCIAL AND WELFARE SOCIETY**  
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**NOTES TO THE ACCOUNTS - 31 MARCH 2021**

**7. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	<i><b>Unrestricted Funds</b></i>	<i><b>Restricted Funds</b></i>	<i><b>Total 31.3.2021</b></i>	<i><b>Total 31.3.2020</b></i>
Fixed Assets	293,916	276,943	570,859	574,688
Current Assets	62,768	3,574	66,342	46,504
<b>Total net assets</b>	<u>356,684</u>	<u>280,517</u>	<u>637,201</u>	<u>621,192</u>

**8. RESTRICTED FUNDS**

	<i><b>Balance at 1.4.2020</b></i>	<i><b>Incoming resources</b></i>	<i><b>Resources expended &amp; transfers</b></i>	<i><b>Balance at 31.3.2021</b></i>	<i><b>Balance at 31.3.2020</b></i>
Building Fund	240,081	-	36,862	276,943	240,081
Janazah Facilities Fund	3,574	-	-	3,574	3,574
Zakat, Fitrh and Sadaqa	-	1,185	(1,185)	-	-
Rangoonwala funds	-	10,000	(10,000)	-	-
	<u>243,655</u>	<u>11,185</u>	<u>25,677</u>	<u>280,517</u>	<u>243,655</u>

The Building Fund totalling £276,943 were received with a restriction imposed by the donors that these monies should only be used for future building development projects.

Zakat and Fitrh Funds are a form of specific charitable giving regulated in accordance with the tenets of the Holy Quran, to be solely used for the relief of poverty and financial hardship of Muslims wherever they may be.

The balance of the Janazah Facilities Fund totalling £3,574 were received with a restriction imposed by the donors that these monies should only be used for future janazah facilities project.

The Rangoonwala Funds totalling £10,000 were received from ZVM Rangoonwala Foundations UK with a restriction imposed by the donors that this money should only be used for the relief of hardship in the Worthing and surrounding areas.

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**NOTES TO THE ACCOUNTS - 31 MARCH 2021**

**9. EMPLOYEES**

**Number of employees**

The average monthly number of employees during the year was 4 (2020: 3).

**Employment costs**

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Salaries	40,285	26,298
	<u>40,285</u>	<u>26,298</u>

There were no employees with annual emoluments of £60,000 or more.

**10. TRUSTEES**

None of the trustees (or any persons connected with them) received any remuneration during the year and none of them were reimbursed any expenses.