



Leap Confronting Conflict

**Report and Financial Statements
For the year ended
31 December, 2009**

**Charity number:
England and Wales: 1072376
Scotland: SC041152
Company number 3628271**

LEAP CONFRONTING CONFLICT
(A company limited by guarantee)

Report and Financial Statements
For the year ended 31 December 2009

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**LEAP CONFRONTING CONFLICT
TRUSTEES' REPORT**

For the year ended 31 December 2009

Reference and Administrative Information

Charity registration number: England and Wales: 1072376
Scotland: SC041152
Company registration number: 3628271
Registered Office and operational address: Wells House,
Unit 7, 5 – 7 Wells Terrace
Finsbury Park
London,
N4 3JU

Board of Trustees

Patrick Dunne	Chairman
David Causer	Treasurer
Janet Cummings	
Mike Conradi	
Anna Herrmann	
Christine Asbury	
Michaela Howard	
Hetti Barkworth-Nanton	Appointed 9 September 2009
Michael Barrington- Hibbert	Appointed 9 September 2009
Peter Myers	Appointed 9 September 2009

Company Secretary

Chirag Patel (to 8 July 2009)
Jennifer Rogers-Raynsford (from 8 July 2009)

Auditors

Myrus Smith Chartered Accountants, Norman House, 8 Burnell Road, Sutton, Surrey, SM1 4BW

Bankers

National Westminster Bank Plc. 298 Seven Sisters Road, London, N4 2AF

CAF (Charities Aid Foundation), 25 Kings Hill Avenue, Kings Hill, West Malling, Kent, ME19 4TA

LEAP CONFRONTING CONFLICT TRUSTEES' REPORT

For the year ended 31 December 2009

The Board of Trustees presents its report and the audited financial statements for the year ended 31 December 2009.

Structure, Governance and Management

Leap Confronting Conflict is a company limited by guarantee, a registered charity in England and Wales and in Scotland, and is governed by its Memorandum and Articles of Association. *Leap* was founded by The Leaveners - Quaker Community Arts Charity, in 1987, and launched as an independent organisation on 1 January 1999. The names of the Trustees are set out on Page3.

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known collectively as the Board of Trustees.

Under the requirements of the Memorandum and Articles of Association the members of the Board of Trustees are elected to serve for a period of three years after which they may be re-elected at the next Annual General Meeting.

Most of the charity's work focuses upon young people. The Board of Trustees seeks to ensure that the needs of this group are appropriately reflected and represented. The Board includes members that have been beneficiaries of *Leap*'s work and meets regularly with young users and young workers from the various projects.

Governance, legal, financial and organisational skills along with youth sector, public body, and charity sector and business experience are well represented on the Board of Trustees. In an effort to maintain this broad skill mix, members of the Board of Trustees annually audit their skills and identify gaps to be filled by recruitment. Robust trustee recruitment processes operate with open advertisement and clear job descriptions.

New trustees meet with the chair and board and spend time with the Chief Executive and senior managers to gain knowledge of the charity's work. A trustee induction pack is provided with key information about the charity and its work. New trustees are encouraged to attend *Leap* events and functions involving the target client group of young people and to meet as many staff and volunteers as possible.

In their first year of service the Trustees are invited to attend a *Leap* adult training course and observe the work of a project in order to familiarise themselves with the core values of the organisation and *Leap*'s approach to conflict and conflict resolution.

Trustees may attend *Leap* training courses and participate in working groups, events and interview panels. They attend the annual *Leap* whole community away day with a focus on review of strategic plans. This gives an opportunity to work in mixed teams with staff, trainers and young volunteers. 'Governance' magazine is subscribed to and the board has an annual budget to cover recruitment costs, meeting costs and consultancy or training as required for its members.

LEAP CONFRONTING CONFLICT TRUSTEES' REPORT

For the year ended 31 December 2009

Organisational Structure

Leap Confronting Conflict was established with the object of advancing education, particularly the personal and social education of young people, for the benefit of the community as a whole. The governance of the charity is undertaken by a Board of Trustees that meets quarterly and is responsible for overseeing the strategic direction and policy of the charity.

In 2009 the Board had ten members from a variety of professional backgrounds; they had access to advice on the progress of the work from the CEO, senior managers, individual project workers, and project advisory groups.

The Trustees met six times in 2009 to agree strategy and monitor the delivery of business plans, oversee financial and risk management, and measure progress in capacity building, equal opportunities, HR and staff development.

The Board's governance is supported by subcommittees which meet on a quarterly basis and comprise trustees and members of the senior management team. These are the Finance and Audit Committee, the Income Generation Committee and the Pathfinder Steering Group and each committee reports to the Board.

In 2009 the work of the Board of Trustees was supported by the core team of full time and part time staff. A team of up to 20 project development workers with access to a flexible resource of more than 50 freelance specialist trainers delivered the direct programme work.

Operational responsibility rests with the Chief Executive, who ensures that the charity delivers the strategy and services specified and that key performance indicators are met. The Finance and Business Services Director has responsibility for the day to day Financial and Administrative management of the organisation. The Director of the Leap Academy of Youth and Conflict has responsibility for the development and accreditation of Leap's training. The Youth Programmes Director has responsibility for delivering the various funded projects. The Income Generation and Communications Director is responsible for fundraising and marketing and for the delivery of Leap's training and consultancy. All undertake line management and supervision of relevant staff and volunteers and ensure that the teams develop their skills and working practices in line with values and best practice.

Public benefit statement

Leap's objective is to work with young people to help them to manage conflict issues and with adults to enable them to approach youth and conflict with enhanced skills. The trustees have referred to the public benefit guidance published by the Charity Commission and to the obligation in section 4, Charities Act 2006, when reviewing the charity's aims and objectives and in planning future activities.

LEAP CONFRONTING CONFLICT TRUSTEES' REPORT

For the year ended 31 December 2009

Objectives and Activities

The charity is a specialist in the field of youth and conflict.

The main areas of charitable activity are:

1. The provision of structured training programmes for young people to enable them to manage conflict creatively
2. The delivery of training and consultancy to adult practitioners and youth organisations to increase their confidence and skills in working with youth and conflict.

This work is steered through a business model of 'Research, Development and Dissemination' and is structured into three delivery strands:

- Youth Programmes
- The Leap Academy of Youth and Conflict
- Training and Consultancy for organisations

Current strategic goals are based on 3 driving factors:

- Increasing reach to more young people, practitioners and youth organisations across the UK.
- Investing in action research to develop new models, tools and techniques and youth leadership programmes to build a legacy of prevention of violence for the future.
- Expanding earned income and diversifying sources of income to enable *Leap* to become more independent and self-sustaining.

Achievements and Performance

Leap was invited to present at over 20 national or regional conferences, events and seminars in 2009, including two All Party Parliamentary Group events, one on conflict issues and the other on youth issues.

A significant achievement of 2009 was when Leap was awarded overall winner at the Charity of the Year Awards in June. Leap was awarded the Youth Award and then the overall award at a ceremony in Battersea Park in front of 1000 people. The Charities minister, Angela Smith, presented young volunteers with the award.

Youth Programmes

In 2009 we trained 7165 young people and 1900 adults, against our targets of 7000 young people and 2000 adults and worked with over 270 organisations

2009 was the second year of Leap's work as a YSDF Pathfinder project, having secured over £3 million funding over 3 years in April 2008 from the Department of Children, Schools and Families. This has enabled Leap to build upon its previous projects in schools and local communities and to replicate and grow this work across London and Yorkshire aimed at reaching a significant number of disadvantaged young people.

The purpose of the Pathfinder youth project is to grow peer mediators and conflict resolution leaders in diverse communities thus building a legacy of prevention for the future. The project which has been developed works in clusters of 3 secondary schools, delivering to all Year 9

LEAP CONFRONTING CONFLICT TRUSTEES' REPORT

For the year ended 31 December 2009

students and teaching staff with the intention of leaving behind skills, resources and a sustainable peer mediation scheme. It also develops young leaders in communities around the schools through Quarrel Shop delivery in partnership with local youth organisations.

The two areas in which we deliver are Waltham Forest in London and Keighley in Yorkshire. Achieving Pathfinder funding has been a huge step forward for Leap in establishing a broader presence and building on its reputation. YSDF capacity building support has also provided help for Leap in sustaining the level of growth provided by the programme with marketing and development consultancy support. The London centre has been expanded with additional training and meeting facilities and a new database with website improvements has enabled Leap to have infrastructure to support a growing future.

Peerlink Project

Leap's PeerLink project is the UK's only national network of young people involved in peer mediation and conflict resolution. Run by and for young people it continued to grow its membership and activities in 2009 and ended the year with over 1600 members and engaged young people in its various activities.

Peerlink offers a website, newsletters, events, resources, training, awards, accreditation and evaluation. It promotes youth led mediate and conflict resolution as the way forward in the UK.

The project supports young people from different backgrounds and parts of the country to come together to share skills, resources and experiences. They can also gain additional training in peer mediation, conflict resolution and facilitation.

By becoming a Peerlink steering group member or volunteer young people can also gain additional skills in event management, project planning, working with equal opportunities and diversity values, handling media and public speaking.

The project aims to increase the sustainability of the contribution these young people make in their own communities through volunteering as mediators, young trainers and steering group members.

PeerLink hosted its third national PeerLink Awards in London in June which brought together over 100 young people from across the country. The Awards ceremony celebrated the outstanding contribution young people have made to the prevention of violence and bullying in their local communities.

Action Research

Our current Action Research Programme is called Crossing Frontlines. This programme aims to develop approaches and materials for working with young people and community and identity issues. It will contribute to Leap's community cohesion aims.

Action research activities have been based on the learning from running three London based youth projects and a national Sports project:

- a) Fear and Fashion: Tackling Knife crime
- b) Leadership and Reconciliation – tackling Local Community Conflict
- c) Preventing Racist Violence
- d) Sports Relief, using sport to prevent conflict.

LEAP CONFRONTING CONFLICT TRUSTEES' REPORT

For the year ended 31 December 2009

Each of these is a funded project in its own right; however Leap has also used the emergent learning from each to contribute to its first phase of thinking and development of frameworks for working with young people and local community issues.

Leap Academy of Youth and Conflict

The Leap Academy of Youth and Conflict has trained 97 young people who have received qualifications in Youth and Conflict work.

A seminar on preventing youth violence was held jointly with Leeds Metropolitan University in June and attracted academics, researchers, practitioners and young people

Validation of a suite of qualifications in youth and conflict was gained through our academic partner Leeds Metropolitan University and a formal assessment centre was set up and opened in 2009, to accredit learning for both professionals and young people.

Work was progressed on preparing some new leap publications - 3 will be finalised in 2010. New Leap freelance trainers were recruited and managed within the academy and levels of competence for Youth and Conflict specialists were developed and embedded in the pool of specialists.

The work of the academy increases the pool of Youth and Conflict specialists in the UK, develops new ideas and materials as well as securing Leap's profile and credibility in the field.

Training and Consultancy for organisations

Training and Consultancy for organisations, teams and services passed on skills, confidence and resources to more than 1370 adult practitioners from 32 youth related organisations in 2009.

Run as a social enterprise and with support from the Private Equity Foundation the project established a range of key new clients in 2009 including Glasgow CIRV (Community Initiative to Reduce Violence), where we have trained over 100 adults and are now extending the work into schools and the community. Our work has helped the Glasgow CIRV team achieve a 59% reduction in gang violence in the east end of the city.

With total sales of £235,000 in the year, the team worked hard to maintain its level of sales and high quality of delivery and developed new packages for multi-agency teams, became commission ready and has won its first commission.

Financial Review

2009 proved to be a difficult year financially for most third sector organisations and we did not meet our ambitious sales targets, but Leap managed to achieve a surplus on unrestricted funds of £26,000 and a net expenditure of restricted funds of £231,000, which represents the cost of delivering services during the year for which funding had been received in earlier years.

LEAP CONFRONTING CONFLICT TRUSTEES' REPORT

For the year ended 31 December 2009

Total income of £2,014,000 represents a 6.4% increase over 2008. Grant income increased to £1,652,000 (2008:£1,522,000). As at December 2009, Leap has secured forward grant funding of £1,214,000.

This is from income of £361,000 (2008:£377,000). Grants and donations totalled £121,000 (2008:£116,000) Sales and fees amounted to £235,000 (2008:£243,000), but interest received was down from £17,000 in 2008 to £5,000 in 2009.

The Balance Sheet at 31 December 2009 showed cash balances of £658,000 (2008:£732,000) and net assets of £560,000 (2008:£764,000). This is represented by unrestricted funds amounting to £283,000 (2008:£256,000) and restricted funds of £277,000 (2008:£508,000).

Risk Management

The Board conducts an annual review of the major risks to which the charity is exposed. The charity's risk register is reviewed at each meeting of the Finance and Audit Committee and annually by the Board of Trustees.

External risk reviews have led to the development of a strategic plan to diversify funding sources. Internal control risks are minimised by procedures for authorisation of all transactions. Procedures are in place to ensure compliance with health and safety of staff, volunteers, clients and visitors.

Investment Policy

Other than the charity's own funds which are invested separately in a secure deposit account, the grants received are held to maximise the return but in an account which is readily accessible as the funds will be spent in the short term.

Reserves Policy

The Board of Trustees has examined the charity's requirements for reserves in light of the main risks to the organisation. It has established a policy whereby the unrestricted funds held by the charity should be built up with an aim of having the equivalent of 3 months total costs.

The reserves are needed to meet the working capital requirements of the charity and the Board of Trustees are confident that at this level they would be able to continue the core activities of the charity in the event of a significant drop in funding.

At 31 December 2009 charity's unrestricted reserves amounted to 1.7 months of total expenditure.

Plans for Future Periods

Leap has a dynamic long term strategic plan to expand across the UK and grow the volume of its work to be delivered alongside achieving a position of influence with policy makers around issues of youth and conflict and youth leadership in the UK.

In 2010 Leap will prioritise working to maintain its current size, meeting income generation targets and consolidating recent initiatives to achieve some modest growth in reach and income

We have a target to reach at least 7,500 young people and 2000 adults

LEAP CONFRONTING CONFLICT

TRUSTEES' REPORT

For the year ended 31 December 2009

2010 goals include the delivery of a suite of Youth and Conflict qualifications including a foundation degree for the first time, a formal volunteer scheme, the production of a series of publications and new materials for schools and the expansion of our work in Scotland.

We are seeking funding and support for new work that will involve targeting NEET's, young people in care, refugees and young parents.

Robust income generation activities will be established with the aim of securing funding for this years planned delivery and to meet requirements for the medium term.

We will continue to develop our organisational capacity through development of systems and recruitment of young trainers, apprentices, and more freelance specialists. Further work will be done to strengthen the offer of accredited outcomes for young people and adults.

Statement of trustees' responsibilities – charitable company

The trustees (who are also directors of Leap Confronting Conflict for the purposes of company law) are responsible for preparing the Trustees' 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 state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for the year. In preparing those 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 judgements 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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. 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 so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is 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 that the auditor is aware of that information.

**LEAP CONFRONTING CONFLICT
TRUSTEES' REPORT**

For the year ended 31 December 2009

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

Exemption statement

The Trustees' Report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Auditors

Myrus Smith were re-appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

**Approved by the Board of Trustees on
31 March 2010 and signed on its behalf by:**

**Patrick Dunne
Chairman**

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF:
LEAP CONFRONTING CONFLICT
(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE CAPITAL)**

We have audited the financial statements of Leap Confronting Conflict for the year ended 31 December 2009 on pages 13 to 22 which comprise the Statement of Financial Activities, the Summary Income and Expenditure Account, the Balance Sheet and related notes. These financial statements have been prepared under the accounting policies set therein and the Financial Reporting Standard for Smaller Entities (effective April 2008).

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members as a body, for our audit work, for this report, or for the opinions we have formed.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND AUDITORS

The Trustees (who are also the directors of Leap Confronting Conflict for the purposes of company law) responsibilities 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) and for being satisfied that the financial statements give a true and view are set out in the Statement of Trustees' Responsibilities.

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

We report to you our opinion as to whether the financial statements give a true and fair view, have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice and have been prepared in accordance with the Companies Act 2006. We also report to you whether in our opinion the information given in the Trustees' Annual Report is consistent with the financial statements,

In addition we report to you if, in our opinion, the Charity has not kept adequate accounting records, if the financial statements are not in agreement with the accounting records and returns, if we have not received all the information and explanations we require for our audit, or if certain disclosures of trustees' remuneration specified by law are not made.

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

BASIS OF AUDIT OPINION

We conducted our 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 charitable company's circumstances, consistently applied and adequately disclosed.

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

OPINION

In our opinion:

- the Financial Statements give a true and fair view of the state of the charitable company's affairs as at 31 December 2009, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended.
- the financial statements have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice (applicable to Smaller Entities).
- The financial statements have been prepared in accordance with the Companies Act 2006.
- The information given in the Trustees' Annual Report is consistent with the Financial Statements.

8 Burnell Road,
Norman House,
Sutton, Surrey,
SM1 4BW

KC Fisher (Senior Statutory Auditor)
for and on behalf of MYRUS SMITH
Chartered Accountants and
Registered Auditor

LEAP CONFRONTING CONFLICT

STATEMENT OF FINANCIAL ACTIVITIES

For the year ended 31 December 2009

	Notes	Unrestricted Funds £	Restricted Funds £	2009 Total Funds £	2008 £
INCOMING RESOURCES	2				
Voluntary Income					
Donations and grants		121,122	-	121,122	99,698
Incoming resources from charitable activities					
Grant funding		-	1,652,256	1,652,256	1,522,354
Sales and Fees		235,170	-	235,170	243,732
Investment income					
Bank interest		5,285	-	5,285	22,079
TOTAL INCOMING RESOURCES		361,577	1,652,256	2,013,833	1,887,863
RESOURCES EXPENDED					
Costs of generating funds					
Fundraising and Publicity		67,144	-	67,144	69,784
Charitable Activities	3	251,300	1,883,265	2,134,565	1,509,924
Governance costs	4	16,421	-	16,421	16,398
TOTAL RESOURCES EXPENDED	5	334,865	1,883,265	2,218,130	1,596,106
Net Incoming Resources		26,713	(231,009)	(204,296)	291,757
Gross Transfer between Funds		-	-	-	-
Net Movement in funds for the year		26,713	(231,009)	(204,296)	291,757
Fund Balance at 1 January 2009		256,723	507,681	764,404	472,648
FUND BALANCE AT 31 DECEMBER 2009	15	283,436	276,672	560,108	764,404

All of the results derive from continuing activities in the period.
There are no unrecognised gains or losses other than disclosed above.
The accompanying notes form part of these Financial Statements.

LEAP CONFRONTING CONFLICT

Company number: 3628271

BALANCE SHEET

As at 31 December 2009

	Notes	2009		2008	
		£	£	£	£
FIXED ASSETS					
Tangible Fixed Assets	8		-		585
CURRENT ASSETS					
Stock of publications		3,667		1,824	
Debtors	9	85,390		125,736	
Cash and bank		<u>658,984</u>		<u>732,201</u>	
		748,041		859,761	
CREDITORS Amounts falling due within one year					
NET CURRENT ASSETS	10	<u>187,933</u>	560,108	<u>95,942</u>	763,819
NET ASSETS					
	16		<u>560,108</u>		<u>764,404</u>
Represented by FUNDS					
Unrestricted funds	15		194,724		168,736
Designated funds			88,711		87,987
Restricted funds			276,673		507,681
			<u>560,108</u>		<u>764,404</u>

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The accompanying notes form part of these Financial Statements.

Approved by the Board of Trustees on 31 March 2010

Patrick Dunne
Chairman

LEAP CONFRONTING CONFLICT

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2009

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. They comply with the Statement of Recommended Practice on Accounting and Reporting by Charities (SORP 2005), issued in March 2005 and the Companies Act 2006.

b) The company is limited by guarantee, has no share capital and is a registered charity.

c) Stock

Stocks of publications are shown at the lower of cost or net realisable value.

d) Depreciation

Office equipment and fixtures and fittings are depreciated using the straight line method over four years.

Other Project assets are depreciated over the life of the project, (normally three years) apart from project assets that are fully grant funded, which are written off in the year of purchase.

e) Income

Income is accounted for on a receivable basis. Income received in respect of work in future periods is carried forward at 31 December and is shown in creditors. Donations and grants given for specific purposes are treated as restricted income and any amounts unspent at the year end are carried forward in restricted funds.

f) Expenditure

Expenditure is included on an accruals basis.

Expenditure is recognised on an accruals basis as soon as there is a legal or constructive obligation committing the charity. Expenditure includes any VAT which cannot be recovered.

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.

Expenditure is allocated under the principal categories of the SoFA on a basis designed to reflect the use of the resource. Direct costs relating to a particular activity are allocated directly, support costs are allocated on an appropriate basis, e.g. floor areas, per capita or estimated usage.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include audit fees and costs linked to the strategic management of the charity. In addition to ongoing Governance costs, one-off costs incurred in connexion with building governance capacity are included within Charitable Activities and are in part matched by specific funding.

g) Fund accounting

Restricted funds are funds subject to specific conditions imposed by the donors, or by appeals for specific projects, and the purpose and use of restricted funds is set out in the notes to the financial statements.

Designated funds are unrestricted funds which are set aside for specific purposes at the discretion of the Trustees.

The general fund comprises the accumulated surpluses on the SOFA less any funds designated for specific purposes by the Trustees.

h) Operating leases

Rentals under operating leases are charged on a straight line basis over the term of the lease or until the next review date if earlier.

LEAP CONFRONTING CONFLICT

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2009

2 INCOME	Unrestricted	Restricted	Total 2009	Total 2008
	funds	funds		
	£	£	£	£
Sales of training and publications	235,168	-	235,168	243,732
Donations and grants	121,122	-	121,122	116,698
Crossing Frontlines	-	120,000	120,000	69,625
PeerLink	-	114,069	114,069	458,603
Quarrel Shop	-	35,035	35,035	47,995
Sports Relief	-	91,058	91,058	16,985
Training	-	50,000	50,000	150,000
The Leap Academy	-	107,500	107,500	142,500
Youth Access	-	(3,240)	(3,240)	6,250
Pathfinder	-	1,131,934	1,131,934	613,396
Home Office (Quarrel Shop)	-	5,900	5,900	-

356,290	1,652,256	2,008,546	1,865,784
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3 COSTS OF CHARITABLE ACTIVITIES	Unrestricted	Restricted	Total	Total
	funds	funds	2009	2008
	£	£	£	£
Crossing Frontlines	-	73,514	73,514	82,348
PeerLink	-	190,451	190,451	436,122
Gangs	-	-	-	19,669
Quarrel Shop	-	53,680	53,680	118,287
Sports Relief	-	62,469	62,469	50,246
Schools	-	2,609	2,609	48,911
Training and publications	251,300	94,164	345,464	297,209
The Leap Academy	-	142,356	142,356	50,236
Youth Access	-	-	-	5,529
Pathfinder	-	1,259,582	1,259,582	401,367
Home Office (Quarrel Shop)	-	4,440	4,440	-

251,300	1,883,265	2,134,565	1,509,924
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4 GOVERNANCE COSTS

Staffing	8,720	-	8,720	9,675
Audit and professional fees	4,734	-	4,734	3,369
Trustees meetings	1,850	-	1,850	2,318
Premises and office costs	1,117	-	1,117	1,037
	16,421	-	16,421	16,398

LEAP CONFRONTING CONFLICT

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2009

TOTAL RESOURCES

5 EXPENDED

	Charitable Activities	Fundraising Costs	Governance Costs	Total 2009	Total 2008
	£	£	£	£	£
Premises	78,021	-	788	78,809	71,275
Office costs	32,523	-	329	32,851	32,386
Fundraising	-	953	-	953	4,469
Professional fees, volunteers & committee expenses	15,424	-	6,584	22,008	18,960
Project Staff Salaries	793,287	-	-	793,287	442,808
Trainers	226,532	-	-	226,532	261,418
Staff and trainers costs	147,450	-	-	147,450	132,762
Project Premises costs	62,440	-	-	62,440	10,617
Project Office Costs	82,366	-	-	82,366	43,725
Participants and volunteers	390,515	-	-	390,515	227,687
Consultation & Evaluation	26,332	-	-	26,332	15,869
Other Project Costs	42,341	-	-	42,341	8,527
Staffing Costs	237,334	66,191	8,720	312,245	325,608
TOTAL	2,134,565	67,144	16,421	2,218,130	1,596,109

The number of staff (average full time equivalents) during the year:

	2009	2008
Charitable Activities	19	18
Fundraising and Publicity Support	2	1
	2	1
	23	20

NET INCOMING RESOURCES FOR THE

6 YEAR

This is stated after charging:

	2009	2008
	£	£
Depreciation	10,590	13,529
Audit fees	3,114	3,407

7 TOTAL STAFF COSTS

Salaries	908,018	646,412
Employer's National Insurance	93,559	65,717
Employer's Pension Costs	23,282	18,996
Other Staff Costs	93,048	120,384
Temps and Agency Staff	80,653	21,452
	1,198,561	872,961

LEAP CONFRONTING CONFLICT

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2009

FIXED ASSETS

8

	General Assets	Project Assets	2009	2008
<u>Cost</u>				
At 1 January 2009	79,059	34,620	113,680	102,242
Purchases/Additions in year	-	10,005	10,005	11,438
At 31 December 2009	79,059	44,625	123,685	113,680
<u>Depreciation</u>				
At 1 January 2009	78,968	34,127	113,095	99,566
Charge for the year	91	10,499	10,590	13,529
At 31 December 2009	79,059	44,625	123,685	113,095
Net asset values at 31 December 2009	-	-	-	585

9 DEBTORS

	2009	2008
	£	£
Courses and project debtors	38,568	79,013
Prepayments & other debtors	46,822	46,722
	85,390	125,735

10 CREDITORS

	2009	2008
	£	£
Deferred Income	14,865	33,020
Trade Creditors	141,424	45,615
Accrued Expenses	3,692	15,481
Payroll Creditors	27,953	1,825
	187,933	95,941

LEAP CONFRONTING CONFLICT

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2009

11 OPERATING LEASE RENTALS

At 31 December the company had annual commitments under operating leases as set as below:

	Other 2009 £	Land and Buildings 2009 £	Other 2008 £	Land and Buildings 2008 £
Leases which expire				
1 - 2 years	-	-	-	-
2 - 5 years	19,883	75,914	23,957	49,634
After 5 years	-	-	-	-

12 PENSION COSTS

The company makes contributions to The Pensions Trust pension scheme, which is a money purchase scheme. The assets are held separately from the assets of the company. The company also pays an equivalent contribution into the personal pension scheme of one employee. The pension cost charge represents contributions payable to the schemes and amounted to £23,282 (2008 - £18,996)

13 TRUSTEES EXPENSES

No trustee received remuneration in 2009 or 2008. Travel expenses amounting to £ 390 were reimbursed to one trustee (2008- £220 to 3 trustees). Trustee liability insurance was provided at a cost of £3,908 (2008- £ 2,430).

14 TAXATION

No Corporation tax has been provided in these financial statements because the company, a registered charity, is within the exemption granted by section 505, Income and Corporation Taxes Act, 1988.

LEAP CONFRONTING CONFLICT

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2009

15 FUNDS STATEMENT

	Opening Balance 1 Jan 2009 £	Income £	Expenditure £	Reallocation between funds £	Balance 31 Dec 2009 £
RESTRICTED FUNDS					
Crossing Frontlines	32,746	120,000	73,514	-	79,232
PeerLink	76,382	114,069	190,451	-	-
Quarrel Shop	18,645	35,035	53,680	-	-
Sports Relief	5,603	91,058	62,469	-	34,192
Schools	2,609	-	2,609	-	-
Training	44,164	50,000	94,164	-	-
The Leap Academy	112,264	107,500	142,356	-	77,408
Youth Access Training	3,240	(3,240)	-	-	-
Pathfinder	212,028	1,131,934	1,259,582	-	84,380
Home Office (Quarrel Shop)	-	5,900	4,440	-	1,460
Total Restricted Funds	507,681	1,652,256	1,883,265	-	276,673
UNRESTRICTED FUNDS					
General fund	168,736	360,841	334,853	-	194,724
Designated funds					
Contractual Obligations Fund	47,128	366	5	-	47,489
I.T. Designated Fund	9,173	40	2	-	9,211
Office Move Fund	31,686	328	3	-	32,011
Total Unrestricted Funds	256,723	361,575	334,865	-	283,435
Total Project Funds	764,404	2,013,833	2,218,130		560,108

LEAP CONFRONTING CONFLICT

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2009

16 ANALYSIS OF ASSETS AND LIABILITIES BETWEEN FUNDS

	2009 Unrestricted £	2009 Restricted £	2009 Total £	2008 Total £
Fixed assets				
Tangible fixed assets	-	-	-	585
Current assets				
Stock	3,667	0	3,667	1,824
Debtors	55,579	29,811	85,390	125,736
Cash and bank	286,884	372,100	658,984	732,201
	346,130	401,911	748,041	859,761
Current liabilities				
Creditors falling due within one year	62,695	125,238	187,933	95,942
Net current assets	283,435	276,673	560,108	763,819
Net assets	283,435	276,673	560,108	764,404
Funds	283,435	276,673	560,108	764,404

LEAP CONFRONTING CONFLICT
NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2009
17 SUPPORTERS & DONORS

Everyone involved in all of Leap Confronting Conflict's projects would like to thank all those who have supported our work in 2009.

	Unrestricted Funds £	Restricted Funds £	2009 Total Funds £
Trusts and Foundations			
<i>For Youth Conflict Work:</i>			
Anonymous	31,000		31,000
Impetus	5,000		5,000
Expat Foundation	30,000		30,000
Network For Change	10,000		10,000
Guildford Academic Associates	15,000		15,000
<i>For Quarrel Shop</i>			
The City Bridge Trust		23,000	23,000
Human Rights & Equality Commission		12,035	12,035
Tribal Education		5,900	5,900
<i>For Peer Mediation Development Work:</i>			
The Big Lottery Fund		114,069	114,069
<i>For Sport Relief</i>			
Comic Relief		91,058	91,058
<i>For Leadership and Reconciliation</i>			
The City Bridge Trust		30,000	30,000
<i>For Reducing Racism</i>			
City Parochial Foundation		40,000	40,000
<i>For Fear and Fashion</i>			
The City Bridge Trust		50,000	50,000
<i>For Leap Academy</i>			
Goldman Sachs		107,500	107,500
<i>For Development</i>			
PE Foundation		50,000	50,000
Statutory Sector Funding			
<i>Pathfinder Project</i>			
Department for Children, Schools & Families		1,131,934	1,131,934
Youth Access		(3,240)	(3,240)
Donations	30,122		30,122
	<u>121,121</u>	<u>1,652,256</u>	<u>1,773,377</u>