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COMPANIES HOUSE

Company no. 07369954
Charity no. 1149961

Report and Unaudited Financial Statements

31 March 2015

treesisters 
women seeding change



Tree Sisters

Reference and administrative details

For the year ended 31 March 2015

Company number 07369954

Charity number 1149961

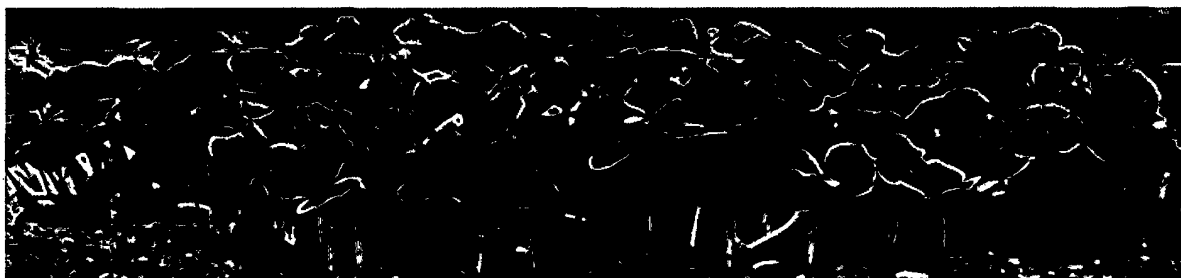
Registered office 6 Bridge View Close
Bristol
BS5 6BS

Trustees Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

H Cuppari
T Duncan
D Lane
J Rous
W Stephenson
N Schwab (appointed 11 February 2015)

Bankers The Co-operative Bank PLC
PO Box 101
1 Balloon Street
Manchester
M60 4EP

Independent examiners Godfrey Wilson Ltd
Chartered accountants and statutory auditors
Zone 10
Bath Road Studios
470 Bath Road
Bristol
BS4 3HG



Tree Sisters

Report of the trustees

For the year ended 31 March 2015

The trustees are pleased to present their report and unaudited financial statements for the year ended 31 March 2015.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice – Accounting and Reporting by Charities (issued in March 2005).

Structure and governance

The company was established under a Memorandum of Association which established the objectives and powers of the company and is governed under its Articles of Association.

The Board of Trustees is responsible for the overall governance of the Charity. Trustees are appointed by resolution of the existing Trustees and there must be at least three Trustees. Each Trustee shall be appointed for a term of three years and then shall be re-appointed or retire. The management report to the Trustees quarterly to review strategy, operational and financial performance, to set operating plans and targets and measure performance against our annual budget. The management facilitate a financial review with the treasurer every month.

The Trustees have received the full description of trustees' responsibilities as defined by the Charities Act 2006 and are all experienced in either charitable work or in the key areas as defined by our objectives (see Recruitment). The Trustees are unpaid.

Recruitment and induction of trustees

The directors of the company are also charity trustees for the purpose of charity law. Subject to the approval of the members, the trustees may appoint a person who will be a trustee. Recruitment is based on the level of skills and experience in non-profit leadership as well as in at least one of the identified areas of expertise required to achieve our objectives (specifically reforestation, women's leadership, and climate change) and overall board make-up should reflect gender and international diversity. Recruitment of trustees is undertaken by the trustees and CEO.

The board implements the following process: Potential trustees meet with and are interviewed by the Chair, one other trustee, and the Executive Director prior to putting the proposal to the entire board.

Risk management

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

Public benefit

Tree Sisters is a social impact initiative focusing specifically on the role that women can play in helping to accelerate global reforestation and the shift towards sustainable living. It is a campaign exploring how to enrol, gather and inspire women to lead a more appropriate response to climate change.

Objects and principal activities

The charity's objects are:

- **Increasing Green Cover:** To promote for the benefit of the public the conservation protection and improvement of the physical and natural environment by promoting biological diversity through increased green cover; and

Tree Sisters

Report of the trustees

For the year ended 31 March 2015

- **Education and Women's Leadership:** To advance the education of the public in the conservation, protection and improvement of the physical and natural environment, in particular but not exclusively by the provision of training and support to encourage leadership and participation in the work of the charity and environmental protection in general, with a particular focus on women.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake. The Trustees ensure that plans are in line with the charitable objects and aims.

Achievements and performance

Highlights: Achieved our projected PLAN FOR THE FINANCIAL YEAR of 2014-2015:

- This financial year we created and launched a new non-profit business model of providing educational services for fees as the means of funding the organizational overhead. We also created, tested, and piloted The Deepening (a 12 week program designed to empower women's leadership) as a potential avenue of organizational funding which will launch in the 2016-2017 financial year; and
- We created a quarterly organizational assessment based in a living systems model that we shared with our network via blog post and seasonal update calls. We also developed an organizational evaluation system that allows us to monitor nineteen areas of organizational impact each month and we upgraded our database and social media technology. This threefold combination allows us to monitor the heartbeat of the organization and connect with our network in unprecedented ways.

Increasing green cover

- In 2013-2014 financial year we committed to support the Trees for Life Agroforestry Model within Project Green Hands as our first beneficiary project for the networks funds - with a cost of 100Rupees/£1 per tree, which includes all nursery and planting costs; including 2 monitoring and post-planting maintenance, incentives offered to the farmers and the replanting of any trees that did not survive - ensuring a very high survival rate of our trees.

In the 2014-2015 financial year we committed £18,000 Project Green Hands to fund 18,000 fast growing, dry evergreen tropical trees. Our accounts show £13k because due to an administration error, £5k slipped a few days into the next financial year.

- TreeSisters Reforestation Strategy – In 2014 we focused on creating a comprehensive reforestation strategy and in late January 2015 we launched a three-part series on our blog that detailed our reforestation strategy for our network.

Women's leadership and education

- Our focus during the 2014-2015 financial year was to define the term "nature-based feminine leadership" and provide services that would call forth and inspire women to become actively engaged with TreeSisters. We achieved this by offering the following services:
 - A six-week feminine leadership on-line course – *Earthing the Moon*
 - 570 women from 15 countries registered for the free introductory call
 - 2,300 listened to the recording of the call

Tree Sisters

Report of the trustees

For the year ended 31 March 2015

- 180 women attended the course
- £13K was raised for TreeSisters

- Two monthly global network calls for 12 months;
- Created a new interactive blog;
- Grew our international partnerships – thereby raising approximately £12,000;
- Created and piloted *The Deepening* (a twelve session empowerment program for treesister groups) in the UK and in Australia;
- Initiated and offered a 'Seasonal-Donor Call' at the equinoxes and solstices;
- Implemented a new social media strategy and grew our Facebook and social media influence and presence:
 - Facebook fans:
 - 1 April 2014: 22,266
 - 31 March 2015: 48,845
 - Blog
 - 1 April 2014 – we had a blog that would not allow our network to subscribe or for us to track our growth. In August of 2014 we created an entirely new blog with technology that would allow subscriptions as well as provide us monthly analytics by which to measure our growth.
 - 31 March 2015 – 570 subscribers

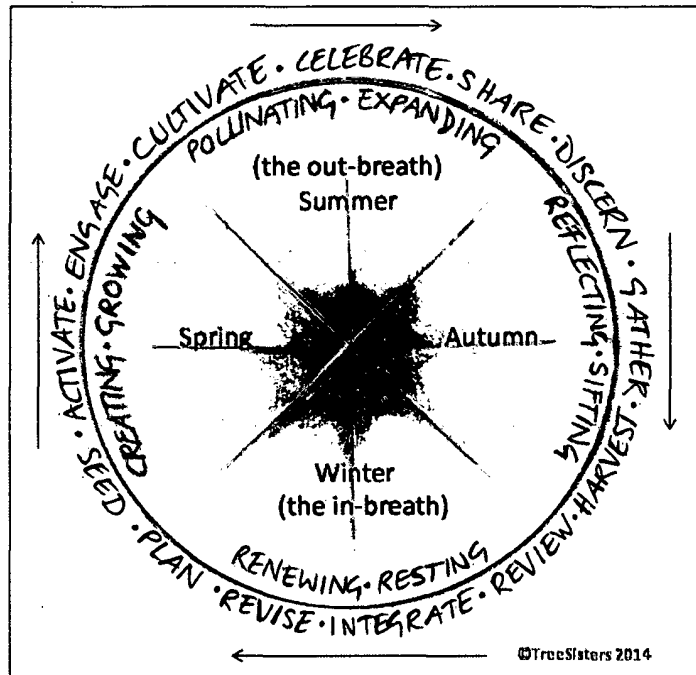
- Being committed to 'walking our talk' and embodying what we teach, we also focused on the development of our core team and implemented a new TreeSisters core team empowerment series based in living systems and nature-based feminine leadership. This included the creation of an organizational development model based in living systems that references the annual seasonal flow and the lunar cycles in our organizational and team planning.

Our Seasonal Organisational flow

Our change tool puts life at the centre of the Map.

This indicates the choice to work 'with' life's energies, rather than over-ride or dominate.

To do this, we are bringing operations into the flow of the seasons so that our activities follow the life cycle, and strengthen our connection to nature.



Financial review

This financial year we created more rigorous accounting and book keeping systems with monthly reporting for our Board of Trustees. Our CEO met monthly with the Treasurer to proactively channel our resources. We reduced expenditure in various organizational line items (such as travel and interns) in order to channel more of our resources toward team capacity.

Summary highlights

Overall the charity has improved its position on last year because of the significant increase of expenditure on charitable activities £94k in 2014/15 (£50k, 2013/14).

Voluntary income was higher by just over £9k in 2014/15 (£75.6k) when compared to the previous year (£66.5k). This increase was a result of consciously engaging our network through new social media based marketing campaigns.

Our overall income was slightly lower than the previous year by approximately £2,500. This is due to having received grants totalling just over £11k in 2013/14 compared with zero in the year 2014/15.

Tree Sisters

Report of the trustees

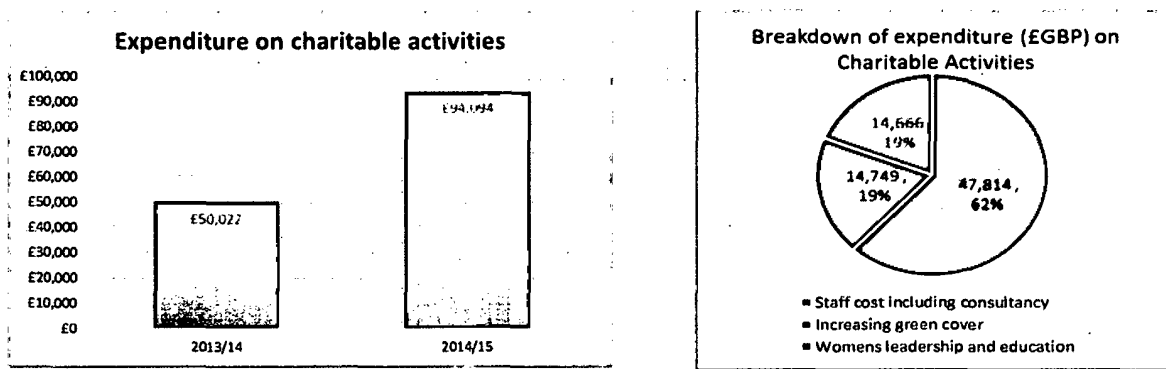
For the year ended 31 March 2015

Charitable Activities

Overall expenditure for the charity was higher than total income for the year 2014/15, leaving a net deficit of £21k compared to a surplus in the previous year of £26k. This loss has reduced the funds carried forward from £28k in 2013/14 to £7k in 2014/15.

The board is aware of the need to continue this work whilst maintaining an overall net positive balance which has been addressed in the financial year.

This loss is due to the increase in expenditure of just over £44k for charitable activities (£94k 2015; compared to 50k 2014).



Increasing green cover: We increased funds to reforestation from £5k in the previous financial year (2013/14) to 13k in 2014/15. It should also be noted that this expenditure in this year was intended to be £18k but due to an administration error the balance of £5k slipped into this financial year (2015/16).

Women's Leadership and Education: We developed our online-educational courses, increased our outreach and developed other empowerment materials. Expenditure was £14.6k in 2014/15.

Staff costs including consultancy: These costs are largely for the development and delivery of the Women's Leadership and Education programmes. It should be noted that the organisation is not spending funds on high day rates to consultants. Our COO is working for us on a day rate but this is a fraction of what she would normally earn and is also less than an 'employed rate' for similar skills and position. This is the COO's gift to the project.

Reserves policy

The Trustees have agreed to a reserve policy of 6 months of core expenditure being reserved to account for core salaries - which we are working towards.

Plans for future periods

In the unfolding 2015-2016 financial year we intend to launch a Kickstarter campaign to raise funds for a new web site which we will create over the winter. When we launch the new website in the spring we will host a major tree campaign in which we intend for 100% of funds raised to go directly to tree planting.

Tree Sisters

Report of the trustees

For the year ended 31 March 2015

Statement of responsibilities of the trustees

The trustees are required 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 its incoming resources and application of its resources, including the net income or expenditure, for the period. In preparing those financial statements the trustees are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

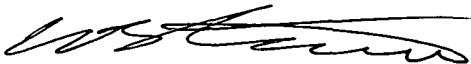
The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with the Companies Act 2006. The trustees are also responsible for safeguarding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

The trustees confirm that to the best of their knowledge there is no information relevant to the independent examination of which the independent examiners are unaware. The trustees also confirm that they have taken all necessary steps to ensure that they themselves are aware of all relevant information and that this information has been communicated to the independent examiners.

Independent examiners

Godfrey Wilson Limited were re-appointed as the charity's independent examiners during the year, and they expressed their willingness to continue in this capacity.

Approved by the trustees on 3 November 2015 and signed on their behalf by



Wendy Stephenson - Trustee



Independent examiner's report

To the trustees of

Tree Sisters

I report on the accounts of the charitable company for the year ended 31 March 2015, which are set out on pages 9 to 14.

Respective responsibilities of trustees and examiner

The trustees (who are also directors of the company for the purposes of company law) 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(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under Part 16 of the Companies Act 2006 and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the General Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

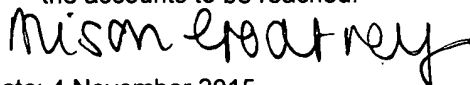
Basis of independent examiner's report

My examination was carried out in accordance with the 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 the seeking of explanations from you as 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.

Independent examiner's statement

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

- (1) which gives me reasonable cause to believe that in any material respect the requirements:
 - to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities (revised 2005);have not been met; or
- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Date: 4 November 2015

Alison Godfrey FCA

Member of the ICAEW

For and on behalf of:
Godfrey Wilson Limited
Chartered accountants and statutory auditors
Zone 10
Bath Road Studios
470 Bath Road
Bristol
BS4 3HG

Tree Sisters

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2015

	Note	Restricted £	Unrestricted £	2015 Total £	2014 Total £
Incoming resources					
<i>Incoming resources from generated funds</i>					
Voluntary income	2	-	75,559	75,559	66,540
Investment income		-	17	17	12
<i>Incoming resources from charitable activities</i>					
Grants	3	-	-	-	11,371
Total incoming resources		-	75,576	75,576	77,923
Resources expended					
<i>Cost of generating funds</i>					
Fundraising costs		-	903	903	1,107
<i>Charitable activities</i>		10,000	84,094	94,094	50,022
<i>Governance costs</i>		-	1,628	1,628	840
Total resources expended	4	10,000	86,625	96,625	51,969
Net incoming/(outgoing) resources and net movement in funds	5	(10,000)	(11,049)	(21,049)	25,954
Reconciliation of funds					
Total funds brought forward		10,000	18,824	28,824	2,870
Total funds carried forward		-	7,775	7,775	28,824

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 10 to the accounts.

Tree Sisters

Balance sheet

As at 31 March 2015

	Note	£	2015 £	2014 £
Current assets				
Cash at bank and in hand		<u>16,321</u>		<u>33,174</u>
		16,321		33,174
Creditors: amounts due within 1 year	8	<u>8,546</u>		<u>4,350</u>
Net current assets			<u>7,775</u>	<u>28,824</u>
Net assets			<u>7,775</u>	<u>28,824</u>
Funds	9			
Restricted funds			-	-
Unrestricted funds				
General funds			<u>7,775</u>	<u>28,824</u>
Total funds			<u>7,775</u>	<u>28,824</u>

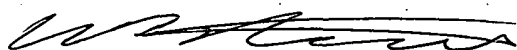
The financial statements are prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

For the year ended 31 March 2015, the charitable company was entitled to the exemption under section 477(2) of the Companies Act 2006.

No notice has been deposited under section 476 in relation to its accounts for the year ended 31 March 2015 and no members have requested an audit.

The trustees acknowledge their responsibilities for ensuring that the company keeps accounting records complying with section 386, and preparing accounts which give a true and fair view of the state of affairs of the company as at 31 March 2015, and of its profit or loss for the financial year in accordance with sections 394 and 395, and which otherwise comply with the requirements of the Companies Act 2006.

Approved by the trustees on 3 November 2015 and signed on their behalf by:



Wendy Stephenson - treasurer

Tree Sisters

Notes to the financial statements

For the year ended 31 March 2015

1. Accounting policies

- a) The financial statements have been prepared under the historical cost convention and in accordance with applicable accounting standards and the Companies Act 2006. They follow the recommendations in the Statement of Recommended Practice, Accounting and Reporting by Charities (issued in March 2005).
- b) Voluntary income is received by way of donations and gifts and is included in full in the statement of financial activities when receivable.
- c) Revenue grants are credited to the statement of financial activities when received or receivable which ever is earlier, unless they relate to a specific future period, in which case they are deferred.
- d) Investment income and other income are recognised in full in the statement of financial activities in the year in which they are receivable.
- e) Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered.
- f) Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.
- g) Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

2. Voluntary income

	Restricted £	Unrestricted £	2015 Total £	2014 Total £
Donations	-	73,973	73,973	65,131
Gift aid	-	1,586	1,586	1,409
	-	75,559	75,559	66,540

Tree Sisters

Notes to the financial statements

For the year ended 31 March 2015

3. Grants

	Restricted £	Unrestricted £	2015 Total £	2014 Total £
Big Lottery Fund	-	-	-	10,000
University of Bristol	-	-	-	1,371
	<u>-</u>	<u>-</u>	<u>-</u>	<u>11,371</u>

4. Resources expended

	Fundraising costs £	Charitable activities £	Governance costs £	2015 Total £	2014 Total £
Fundraising costs	903	-	-	903	1,107
Staff costs (note 6)	-	29,676	-	29,676	24,573
Reforestation costs	-	13,000	-	13,000	5,000
Website	-	2,167	-	2,167	704
Accountancy fees	-	-	1,200	1,200	840
Consultancy	-	18,138	-	18,138	2,027
Advertising and recruitment	-	-	-	-	22
Venue hire	-	-	-	-	115
Travel	-	881	-	881	3,437
Sundry expenses	-	-	-	-	-
Telephone	-	108	-	108	66
Administration, postage and stationery	-	6,754	-	6,754	6,115
Office equipment	-	55	-	55	49
Training materials	-	2,300	-	2,300	707
Bookkeeping fees	-	5,660	-	5,660	2,488
Bank charges	-	1,749	-	1,749	912
Marketing	-	4,288	-	4,288	-
Volunteer and intern expenses	-	124	-	124	3,807
Event and workshop costs	-	3,844	-	3,844	-
Trustee expenses	-	-	428	428	-
Films and audio	-	5,350	-	5,350	-
	<u>903</u>	<u>94,094</u>	<u>1,628</u>	<u>96,625</u>	<u>51,969</u>

Tree Sisters

Notes to the financial statements

For the year ended 31 March 2015

5. Net movement in funds

This is stated after charging:

	2015 £	2014 £
Trustees' reimbursed expenses	428	Nil
Trustees' remuneration	Nil	Nil
Accountants' remuneration:		
▪ Independent examination	<u>1,200</u>	<u>840</u>

6. Staff costs and numbers

Staff costs were as follows:

	2015 £	2014 £
Salaries and wages	28,800	22,571
Social security costs	<u>876</u>	<u>2,002</u>
	<u>29,676</u>	<u>24,573</u>

No employee earned more than £60,000 during the year.

	2015 No.	2014 No.
Average number of employees (full-time equivalent)	<u>1</u>	<u>1</u>

7. Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Tree Sisters

Notes to the financial statements

For the year ended 31 March 2015

8. Creditors : amounts due within 1 year

	2015 £	2014 £
Trade creditors	1,706	2,734
Other taxation and social security	761	776
Net wages	1,879	-
Accruals	1,200	840
Isha Foundation Accrual	3,000	-
	<u>8,546</u>	<u>4,350</u>

9. Analysis of net assets between funds

	Restricted funds £	Unrestricted funds £	Total funds £
Current assets	-	16,321	16,321
Creditors: amounts due within 1 year	-	(8,546)	(8,546)
Net assets at 31 March 2015	<u>-</u>	<u>7,775</u>	<u>7,775</u>

10. Movements in funds

	At 1 April 2014 £	Incoming resources £	Outgoing resources £	At 31 March 2015 £
Restricted funds				
Big Lottery Fund	10,000	-	(10,000)	-
Total restricted funds	<u>10,000</u>	<u>-</u>	<u>(10,000)</u>	<u>-</u>
Unrestricted funds				
General funds	18,824	75,576	(86,625)	7,775
Total unrestricted funds	<u>18,824</u>	<u>75,576</u>	<u>(86,625)</u>	<u>7,775</u>
Total funds	<u>28,824</u>	<u>75,576</u>	<u>(96,625)</u>	<u>7,775</u>

Purposes of restricted funds

Big Lottery Fund	Funding for the development of the Multimedia Empowerment Programme.
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