

STARFISH ASIA

TRUSTEES' REPORT AND UNAUDITED FINANCIAL STATEMENTS

for the year ended 31 March 2016

Charity no: 1099672

STARFISH ASIA

REFERENCE & ADMINISTRATIVE INFORMATION

31 March 2016

PRINCIPAL OFFICE	32 Beck Lane Beckenham Kent BR3 4RE
REGISTERED CHARITY NO.	1099672
GOVERNING DOCUMENT	Declaration of Trust dated 2 June 2003 Supplemental deed dated 1 September 2003
TRUSTEES	Michael Wakely Executive Trustee Hugh Osgood Juliet Woodman David Wright Chairman Geoff Larcombe Marjorie Murphy Graham Duncan
BANKERS	HSBC Bank 141 High Street Beckenham Kent BR3 1BX
INDEPENDENT EXAMINER	Nigel Hewson FCA DChA Hewsons Chartered Accountants 80, Woodhurst Avenue Petts Wood Orpington Kent BR5 1AT
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THE YEAR ENDED TRUSTEES' REPORT FOR 31 MARCH 2016

The Trustees have pleasure in submitting their Report for 2015/16

STRUCTURE, GOVERNANCE AND MANAGEMENT

Starfish Asia is a registered charity established by charitable trust in 2003 by Michael and Kerstin Wakely who, after serving in charitable work for many years in South Asia, developed a vision for providing education for the children of the poor in Pakistan. The charity does not have funds of its own and depends on generous people to provide the funds needed to finance the work in response to its fund raising activities.

The objectives of the Trust are: The relief of poverty, sickness and distress, the advancement of education and the advancement of the Christian faith in Pakistan and other countries of South Asia.

New trustees are appointed by the existing trustees and serve for 4 years after which they may put themselves forward for re-appointment. The induction and training of new trustees into the work of the charity and into their duties and responsibilities as trustees is undertaken by Mr Wakely and the Chairman of the Trust. The trust deed provides for a minimum of 3 trustees.

A list of trustees is provided on page 1 together with other reference and administrative information.

Future succession plans have been a feature of Board discussions during the year and the Board initiated a staff appraisal in 2016 to review current staffing positions and needs together with plans for future leadership succession.

On 26 February 2016 Starfish Asia was registered as a cross-border charity with the Office of the Scottish Charity Regulator (no. SC046364). Ian and Fiona Anderson are now resident in Edinburgh and are in the process of establishing an office of Starfish Asia.

The trustees meet about four times each year. They agree the broad strategy and areas of activity of the charity, including consideration of grant making, reserve and risk policies and performance. They receive regular reports of visits to supported schools by the Executive Trustee and by others who have visited the projects in Pakistan. All of the trustees give of their time freely and no trustee remuneration was paid in the year. Details of trustee expenses and related party transactions are disclosed in Note 9 to the accounts.

The trustees re-elected Nigel Hewson FCA DChA of Hewsons, Chartered Accountants of Orpington to act as Independent Examiner.

REVIEW OF ACTIVITIES

The Executive Trustee's Report written in June 2016 on pages 5 to 8 sets out the significant activities, changes and developments during the year.

GRANT MAKING POLICY

The selection of beneficiaries is carried out by the Board of Starfish Pakistan, an independent registered Trust in Pakistan whose trustees are respected members of the Pakistan Christian community, working in close consultation with its Director, Mr Anser Javed.

The Executive Trustee is normally invited to attend its Board meetings whilst in Pakistan reviewing projects. Starfish Pakistan is also responsible for the distribution of the bulk of the grants to the supported schools. While most grants are paid to schools and other institutions run by trusted Pakistani Christian leaders, the principal criteria is that the selected schools support the poorest families in the community. There is constant and regular interaction between Starfish Pakistan and Starfish Asia, especially in regard to the disbursement of restricted funding made to approved projects and the selection of new projects applying for funding support.

RISK MANAGEMENT

The most significant operational risk concerns the selection of beneficiaries and the distribution of grants within Pakistan. The trustees consider that the arrangements made with the trustees of Starfish Pakistan are sufficient to ensure that grants are made only to those schools which meet the criteria of providing basic education and care in a Christian context to the poorest in society.

While the charity does not make any unconditional grant commitments, every attempt is made to grant to each supported school a monthly amount which meets an agreed proportion of its costs. To achieve this, the charity stresses in all of its literature the need for regular committed giving by its own supporters and the trustees are provided with detailed monthly management accounts which report progress and performance.

RESERVES POLICY

Starfish Asia seeks to maintain a minimum of £30,000 in liquid funds in order to meet urgent and stressful situations as they arise overseas. This level of funding reserves was maintained throughout the year, though considerable strain has been placed on funds due to the fall in the value of sterling against the Pakistan Rupee (increased since the June 23 decision to quit the European Union).

OBJECTIVES AND ACTIVITIES FOR THE PUBLIC BENEFIT

Universal free primary education has long been a tenet of the educational system in the United Kingdom but this is not the case in Pakistan where a high proportion of the poorest, especially among minority communities, have no realistic access to education. Starfish Asia seeks to serve those communities which for social or cultural reasons are not able to access public social or educational facilities. The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing their aims and objectives and in planning the future activities of the charity. In particular the trustees consider how planned activities will contribute to the aims and objectives they have set.

FINANCIAL REVIEW

The Statement of Financial Activities and the Balance Sheet are included at pages 10 and 11. Gifts to the charity reversed the reduction of last year and increased from £377k to £447k or 19%, allowing grants to be increased by £28k at £376k. Starfish Pakistan, with whom the trustees work closely, has received regular support from donors in Singapore. The costs of Starfish Pakistan, charged to the charity increased 14% to £32k.

Operating costs incurred in the UK rose slightly to 12%. Cash balances at the year-end dropped to £57k and are at a safe level, consistent with the imperative not to hold back funds while the needs in Pakistan are so overwhelming.

FUTURE PLANS

In 2015-16 Starfish Pakistan undertook a survey of low-cost schools for Christians in Pakistan. The Survey teams collected data from 604 schools that met the Survey criteria and the results were published in October 2016. Our future plans must take into consideration the challenges and opportunities revealed by the Survey, including a greater emphasis on teacher training for the poorest schools, the planned formation of a Pakistan Association of Christian Teachers with a quarterly magazine for Christian teachers, expansion of our provision of Bible Curriculum teacher materials to Christian schools and other measures to improve standards in a wider range of schools serving poor communities.

We continue to face many requests from schools that are worthy of support from Starfish Asia and if funds permit we hope to begin to provide at least partial support to several more schools and to increase the level of support to others particularly in the light of Pakistan's rampant inflation and the current inadequate level of teachers' salaries in most private schools. Much more is written about this in the Report of the Executive Trustee on page 5.

STATEMENT OF TRUSTEE RESPONSIBILITIES

The trustees are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards. 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 charity and of the incoming resources and application of resources of the charity for that year. In preparing those accounts the trustees are required to:

- a) select suitable accounting policies and then apply them consistently;
- b) observe the methods and principles in the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities (effective January 2015);
- c) make judgements and estimates that are reasonable and prudent;
- d) state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts, and
- e) prepare the accounts on a going concern basis unless it is inappropriate to assume that the charity will continue in operation.

The trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Board of Trustees on 26 January 2017 and signed on its behalf by:

Michael Wakely

EXECUTIVE TRUSTEE'S REPORT FOR THE YEAR APRIL 2015 – MARCH 2016

March 2015 was dominated in Pakistan by the suicide bombing of two major churches in the Christian colony of Youhannabad. Mercifully only a few died, as the bombers were prevented from entering the churches. One of the victims was a former student at Ghauri Wisdom High School, which we support.

One year later there was another bombing, this time at a popular Lahore park on Easter Sunday evening. Christians were targeted and again a student from class 7 of Ghauri Wisdom High School was killed. His brother was badly injured.

The clouds and threat of violence have hung over Pakistan this year, resulting in some severe Government measures to increase school security. Many of the projects we support are now ringed with razor wire, watched over by CCTV cameras and guarded at the entrance by men with guns.

Apart from the heightened tensions and added security, certain issues have dominated Starfish Asia in the past year:

- **Working Together: Our common commitment to high standards of responsibility and accountability.** This was the theme of the first-ever Starfish Asia conference in Lahore in April 2015, attended by most of our 35 projects leaders. One highlight was a session, explaining the principles of accountability and partnership as outlined in the Starfish Pakistan Manual of Practice. This was followed by all project partners signing their agreement to the contents of the manual.
- **Teacher training: the vital importance of better teaching.** We have become increasingly aware of the need to provide better training and increased rewards for teachers, together with a greater sense of significance of their role in modelling values for their students. In February 2016 30 head teachers attended four days of training conducted by Starfish Pakistan with help from Steve Curran from the UK and ITA professionals from the Institute of Professional Learning. In June 2016 75 teachers attended teacher training in the Murree Hills.
- **The Schools Survey: professional analysis of the crisis facing Pakistan's Christians.** In January 2016 Starfish Pakistan launched a project to discover and survey schools that are providing accessible education for Christians from the poorest families. As no such data has ever been collected, we had no knowledge of how many schools would be surveyed. As survey teams ended their work in April, the number of schools surveyed reached about 700, providing us with data and a database that will prove invaluable in improving facilities for Pakistan's poorest Christians.

Registration with OSCR in Scotland

- **Starfish Asia was registered with OSCR (SC046364)**, as a cross-border charity in Scotland, on 10th March 2016. Ian and Fiona Anderson moved to Edinburgh in May and are in the process of establishing the presence of Starfish Asia in Scotland.
- No significant activity took place in Scotland until October. Then, at the invitation of Mr. James Dornan, MSP and Co-convenor of the Cross-Party Group in the Scottish Parliament on Pakistan, **a meeting was held in the Scottish Parliament** building to introduce the Charity to Scottish supporters, friends and MSPs. The Director of Starfish Pakistan, Mt Anser Javed, was the keynote speaker at this event.
- No remuneration is given to any of the Trustees of the cross-border charity.

Review of financial development

In 2014-15 we reported difficulty from the 12% decrease in the value of the pound. In January 2016 the pound started to fall again and we lost a further 11% in the rupee value of our income. This has

put considerable strain on our finances and a fall in our reserves, which at one point became dangerously low, but then rose again. The June UK referendum resulted in a further catastrophic fall.

- We have nevertheless continued to meet our essential financial obligations to projects in Pakistan. With an increased emphasis on partnership and the need for schools to take increasing responsibility for fee income, we have made few increases in project support this year. We remain especially concerned about the low level of teachers' salaries.
- A sizeable grant from a US Trust enabled us to launch the Schools Survey and conduct Teacher Training courses, as well as provide funding for some school improvements, provision of computers and school furniture. A grant from the Jerusalem Trust, together with several other specific grants from individuals has enabled us to provide scholarships for about 150 aspiring Christian students, including some Masters degrees, two doctorates and about 30 residential course in vocational skills at CTTC Gujranwala.
- A new vehicle (Daihatsu Terios) was purchased for the Starfish Pakistan office, which put some strain on funds but was essential to the smooth operation of local administration.
- The grant received from CSW in 2015 for school books was not renewed in 2016, but sufficient funds were received from donors in the UK (and Singapore) and the Alan and Nesta Ferguson Charitable Settlement to pay for textbooks for 7,000 children in March and April 2016.
- Funds from a housing Trust enabled us to purchase land and build foundations for a school with residential facilities in Kot Radha Kishan and to provide extra space in Dean Public School, Lahore.
- We acknowledge the especially generous and often sacrificial support of many donors, notably Shared Hope (Glasgow), AE Tuition (Slough), Quadralene (Derby) and the Golden Stable Trust, together with many other individuals who provide the backbone of regular support for schools and Homes in Pakistan. One special donation deserves mention: a substantial general fund gift was received from congregations of Iranian Christians living in Turkey.

Administration and Training

Anser Javed, Starfish Pakistan Director, was invited for leadership training in Turkey in September. The Leadership Matters Course is aimed at preparing young men and women for leadership responsibility. Anser was sadly refused a visa for Turkey and also for the UK. In January therefore he attended the leadership course for two weeks in Cambodia.

In February Kashi Javed went to Singapore for two weeks with Geraldine Lee, taking meetings and gaining experience of education in Singapore. Geraldine then came to Pakistan for a month, mainly engaged in pre-primary teacher training and curriculum development.

The office staff in Pakistan has seen some changes this year with the loss of a very capable administrative assistant, Sunil, and the arrival of Majid who was working with the Kingdom of Heaven School. Majid was given oversight of the Schools Survey and textbook distribution.

Changes in Project support in Pakistan

St. John Vianney School, Shahdara, Lahore

This small school in a Lahore suburb was unable to generate sufficient income to pay teachers' salaries with the extra burden of special security requirements, so we ceased support and the school closed in January 2016.

Marjorie Schools of Hope

One of the two Marjorie Schools of Hope was found to be misusing the support funding provided by Starfish Pakistan and support was stopped in March. The other Marjorie School in Faisalabad has shifted to new rented premises and has improved its facilities and staff. Another school in a Lahore suburb has been named Marjorie School of Hope and started receiving financial help in July 2016.

Star School in Toba Tek Singh

This is a new primary school, supported by a Church Trust in the UK. Support was begun in February. The school has 4 classes with 51 Christian children. “This makes a big change in their lives. In school they are getting books, stationary, uniforms, drinking water and food, this is really making a big difference in their lives.”

Lahore Christian High School

Major repairs were necessary this year, scraping the walls and repainting. This work was due to be completed by July 2016.

Ghauri Wisdom High School

As referred to above, a student from class 7 was killed in the terrorist bombing in Gulshan-e-Iqbal Park on Easter Day. The school also lost a student in March 2015 church bombing. An organisation in India, Aaghaz-e-Dosti, arranged for a school in Mumbai to send home-made cards expressing solidarity, sympathy and encouragement to the Ghauri Wisdom School. The cards made by Indian students were handed over at a moving ceremony in the school in April 2016.

Rising Star School, Newshehra Virkan

This is also a new school, serving some of the pupils from the United School which is located nearby. United School was also found to be guilty of making false reports in its finances, so funding was cut and transferred to the Rising Star School and measures put into place to ensure closer scrutiny and greater accountability.

The Bible Curriculum

Over the past five years we have been preparing a curriculum to teach the Bible and Christian ethics, history, biography and behaviour to be used in Christian schools. The books for Classes 1-5 are now ready in Urdu and English, together with manuals for teachers, published by Nirali Kitabon in Lahore. Starfish Asia is providing the books free of cost to all Christian schools that we are supporting.

Scholarships

All secondary schools supported by Starfish Asia prepare students for the national Class 10 Matriculation exam. Starfish Asia is committed to helping students with ambition to go further with the education. Where this is hampered by lack of finance, Starfish Asia is providing scholarships to cover fees and costs. The Scholarship programme is overseen by a small committee that approves all scholarship awards. In 2015-16 about 150 students were receiving regular scholarships. 30 of these are residential students at the Christian Technical Training Centre in Gujranwala.

Many are preparing for Intermediate exams (I.com, FA or FSc – class 11 and 12), some are studying for higher degrees. Ms Komal Ajmal graduated with bachelor degree in law and is now studying for her master’s degree. Shelley Samuel is completing her PhD in zoology. Samaiah Danishmand is doing doctoral study in physiotherapy.

Summary

Starfish Asia is now supporting, either partially or fully, 34 Primary, Middle or High Schools and 7 Hostels, Schools or Day-care centres for orphans, disabled or disadvantaged children. Our emphasis remains help to those from poor families mainly (but not exclusively) from the deprived Christian community in Pakistan.

We remain increasingly concerned with the quality of projects that we support, not content to provide funding to failing schools, we will continue to seek ways to improve standards. This includes more training for teachers and a greater emphasis on schools and communities taking greater responsibility for funding the education of their children through fee payment where possible. We are also concerned to work harder at the maintenance of a Christian ethos and values in the education process.

Starfish Asia is now supporting, either partially or fully:

34 Primary, Middle or High Schools

7 Hostels or schools for disabled or deprived children

**7,600 children
350 teaching staff
120 other staff**

Vision for the coming year

The hopes for the coming year, 2016-17, are of course dependent on the provision of funding to maintain our present project commitments and to expand their effectiveness in preparing a generation of inspired and equipped young people for the future of Pakistan. These are but our dreams:

- The **Schools Survey** report will be published in the summer of 2016. Together with the report, we will now have access to contact details for almost 700 low-cost private Christian schools. These are some of our plans to follow up on the survey results:
 - ~ We will launch the **Pakistan Association of Christian** teachers as a loose affiliation of Christian teachers in order to give them a greater sense of the significance of their role in preparing the next generation.
 - ~ **We will publish a quarterly Christian Teacher magazine** in August, to provide accessible instruction on better teaching practices, and to give greater inspiration and innovation in teaching methods. We will print 3,000 copies to be distributed freely to Christian teachers.
 - ~ We plan to double the **teacher training** workshops, and to give training regionally to more than 200 teachers in the coming year.
 - ~ **The Bible Curriculum** is now available in Urdu and English with both students' textbooks and teachers' manuals. We plan to offer it free for use with Christian students in 250 schools chosen from the Survey contact list.
- We hope to work more closely with established High Schools that we support to develop better parent relationships and **improve community commitment** to education through **more responsible involvement** with school support, fee payment, etc.
- Aware that we are just scratching the surface of the educational needs of the poor in Pakistan, we want to **increase the number of schools** to which we provide support. We have a list of 10 schools in urgent need of greater funding to improve their facilities and teachers' salaries. We are hopeful of being able to provide at least minimal support to help them. In addition to teaching standards, we hope to be able to provide equipment such as science labs, computer labs, books and essential equipment such as water coolers, UPS for regular electricity, blackboards, etc.
- In the UK we plan to improve our fund-raising strategy and to order our administrative systems more efficiently. There is much still to be done. We anticipate greater support coming from Scotland in the coming year as our presence in Edinburgh becomes better known.

Submitted with gratitude:

Mike Wakely


Executive Trustee, Starfish Asia
June 2016

Independent Examiner's Report to the Trustees of Starfish Asia

I report on the accounts of the charity for the year ended 31 March 2016, which are set out on pages 10 to 15.

Respective responsibilities of trustees and examiner

The charity's 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(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- (i) examine the accounts under section 145 of the 2011 Act;
- (ii) 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
- (iii) 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 seeking 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:

- (a) which gives me reasonable cause to believe that in any material respect the requirements:
 - (i) to keep accounting records in accordance with section 130 of the 2011 Act; and
 - (ii) to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act;have not been met; or
- (b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Nigel Hewson FCA DChA

Chartered Accountant
Hewsons
80 Woodhurst Avenue
Petts Wood
Orpington
Kent
BR5 1AT

26 January 2017

STARFISH ASIA

STATEMENT OF FINANCIAL ACTIVITIES for the year ended 31 March 2016

	Note	General Funds	Restricted Funds	Total 2016 £	Total 2015 £
INCOME FROM:					
Donations and legacies		300,504	146,889	447,393	376,644
Gifts in kind	10	1,210	0	1,210	1,439
Investments		28	0	28	28
TOTAL INCOME	2	<u>301,742</u>	<u>146,889</u>	<u>448,631</u>	<u>378,111</u>
EXPENDITURE ON:					
Raising funds	3	4,650	0	4,650	3,346
Charitable activities	4	325,382	135,323	460,705	416,207
TOTAL EXPENDITURE		<u>330,032</u>	<u>135,323</u>	<u>465,355</u>	<u>419,553</u>
NET INCOME (EXPENDITURE)		(28,290)	11,566	(16,724)	(41,442)
Transfer between funds	12	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
NET MOVEMENT IN FUNDS		(28,290)	11,566	(16,724)	(41,442)
<i>Reconciliation of funds</i>					
Funds, 1 April 2015		62,762	13,219	75,981	117,423
FUNDS, 31 MARCH 2016		<u>34,472</u>	<u>24,785</u>	<u>59,256</u>	<u>75,981</u>

There have been no recognised gains or losses, other than the results of the financial year and all profits and losses have been accounted for on an historical cost basis.

The notes on pages 12-15 form part of these accounts

STARFISH ASIA

BALANCE SHEET as at 31 March 2016

	Note	Unrestricted Funds £	Restricted Funds £	2016 £	2015 £
TANGIBLE FIXED ASSETS	6	166	0	166	492
CURRENT ASSETS					
Debtors and prepayments	7	7,239	0	7,239	7,559
Balances at bank and on deposit		32,344	24,785	57,129	72,832
TOTAL CURRENT ASSETS		39,583	24,785	64,368	80,391
LIABILITIES					
Creditors falling due within one year	8	5,277	0	5,277	4,902
NET CURRENT ASSETS		34,306	24,785	59,091	75,489
NET ASSETS		34,472	24,785	59,257	75,981
THE FUNDS OF THE CHARITY					
Unrestricted Income Funds		34,472	0	34,472	62,762
Restricted Funds	12	0	24,785	24,785	13,219
TOTAL CHARITY FUNDS		34,472	24,785	59,256	75,981

APPROVAL

The accounts were approved by the trustees and signed on their behalf on 26 January 2017 by :

Michael Wakely

The notes on pages 12-15 form part of these accounts

STARFISH ASIA

NOTES TO THE ACCOUNTS for the year ended 31 March 2016

1. Accounting policies

The principle accounting policies are summarised below and have been applied consistently throughout the year and in the preceding year.

- a) The accounts (financial statements) have been prepared under the historical cost convention and in accordance with applicable accounting standards, Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities published on 16 July 2014 and the Charities Act 2011.
The trustees have considered the charity's day to day cash flow requirements and have a reasonable expectation that the charity has adequate resources to continue in operational existence for at least a further 12 months. Accordingly, they continue to adopt the going concern basis in preparing the annual report and financial statements.
- b) Unrestricted income funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.
Restricted funds are subject to restrictions on their expenditure imposed by the donor.
Funds maintained by the charity during the year are listed in note 12 to the accounts.
- c) All income, including income tax recoverable on gift aided donations, are recognised in the accounts when the charity is entitled to the income.
Donated services are included at the value to the charity where this can be quantified. The value of services provided by volunteers is not included in the accounts.
- d) Expenditure is reported on an accruals basis and include irrecoverable VAT.
Raising funds expenditure comprise the costs associated with attracting voluntary income.
- e) Grants payable are payments made to third parties in furtherance of the charitable objectives of the charity. They are taken into account at the earlier of when they are paid or become legally enforceable.
- f) Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity.
- g) Tangible fixed assets used by the charity in the UK are stated at cost less accumulated depreciation.
Assets are depreciated at 25% p.a. on the straight line basis.
Fixed asset additions costing less than £500 are expensed on purchase.

2. Income

Of the donations and legacies of £376,644 in 2015 £284,295 was unrestricted funds and £92,349 was restricted funds. Gifts in kind of £1,439 and investment income of £28 in 2015 were both unrestricted funds.

3. Raising funds

	Unrestricted Funds	Restricted Funds	2016	2015
	£	£	£	£
Promotional costs	4,650	0	4,650	3,346

NOTES TO THE ACCOUNTS (continued)
for the year ended 31 March 2016

4. Charitable activities		Unrestricted Funds £	Restricted Funds £	2016 £	2015 £
Support of educational programmes in Pakistan			Note 12		
<i>Grants payable</i>					
The charity undertakes its charitable activities through grant making to educational projects in Pakistan and during the year awarded grants to a number of institutions as follows:					
Light School	Sheikhupura	17	7,017	7,034	6,921
RDCM School	Hasanabdal	14,459	0	14,459	13,724
Fellowship of Christ	High & primary school	16,804	0	16,804	16,689
Miracle School	High & primary school	0	0	0	16,905
Sada-e-Aman School	Sargodah	0	0	0	4,515
Holy Shepherd School	High school	0	0	0	19,740
Ananais Home & High School	for blind girls	0	0	0	10,681
Ghauri Wisdom High School	High school	15,631	0	15,631	17,229
Kingdom of Heaven School	High school	14,459	0	14,459	13,722
Talent School	High school	17,943	0	17,943	16,186
Curriculum Development		1,205	5,751	6,956	29,891
Scholarships		4,056	13,063	17,119	0
School Books and Bibles		48	17,550	17,598	15,800
Lahore Christian High School (St. James)		0	1,327	1,327	17,542
Scholarships		14,266	4,662	18,928	0
Light Home School	Primary school	10	4,907	4,917	8,252
Gospel School System	High school	5,723	6,000	11,723	14,835
Special Needs		65	2,092	2,157	0
Abba Home	Orphan Care Organisation	7,654	1,725	9,379	8,901
Equipment Fund		0	874	874	7,744
Friend's Public School		14,851	148	14,999	13,258
Starfish Karachi, Holy Shepherd Grammar School		11,474	8,065	19,539	0
Majorie School of Hope		503	8,392	8,895	0
Philadephia Church School		0	3,000	3,000	0
Dean Public School		0	6,360	6,360	0
Kot Radha Kishan-Shama School		247	14,015	14,262	0
Teacher Training		4,582	3,913	8,495	0
School Improvements		0	9,100	9,100	0
Research/Survey		86	7,070	7,156	0
Scholarship for Higher Studies		0	2,557	2,557	0
Star Public School		209	1,768	1,977	0
United School	Primary school	767	5,967	6,734	6,703
Compassion Fund		1,361	0	1,361	15,357
Nirali Kitaben	Bible Curriculum	750	0	750	7,441
Agape Home & Day School	for children with disabilities	5,601	0	5,601	5,352
Samuel Memorial Foundation		10,942	0	10,942	10,384
Caritas Pakistan (Ananias)		11,528	0	11,528	0
Adam (Academy) Christian School		4,690	0	4,690	0
Morning Star Trust Regd, Karachi		10,551	0	10,551	0
Calvary Model School		7,034	0	7,034	0
CGA School Foundation		8,141	0	8,141	0
Gospel Care Home		3,908	0	3,908	0
HERF (Home) Schooling		7,816	0	7,816	0
RDC - Dar-ul-Hikmat		7,034	0	7,034	0
Mother Nest Special Education society		4,038	0	4,038	0
New Life, Sahiwal		3,060	0	3,060	0
Waheedabad Middle School		9,379	0	9,379	0
Other grants < £10,000		0	0	0	49,855
TOTAL GRANTS		240,892	135,323	376,215	347,627

NOTES TO THE ACCOUNTS (continued)
for the year ended 31 March 2016

4. Charitable activities continued		Unrestricted Funds £	Restricted Funds £ Note 12	2016 £	2015 £
TOTAL GRANTS (from previous page)		240,892	135,323	376,215	347,627
b) <i>Support costs</i>					
Depreciation	Note 6	326	0	326	326
Overseas travel	Note 10	1,973	0	1,973	4,574
Employment costs	Note 9	36,899	0	36,899	22,026
Office & accountancy charges UK		11,426	0	11,426	12,181
Starfish Pakistan management charges	Note 11	32,266	0	32,266	27,873
Governance costs	Note 5	1,600	0	1,600	1,600
		<u>325,382</u>	<u>135,323</u>	<u>460,705</u>	<u>416,207</u>

The grants above include the support of schools and colleges, homes for disabled and disadvantaged children, scholarships, teacher training and the supply of text books, scripture and other Christian literature.

The grants are paid to Starfish Pakistan, a registered charity in Pakistan, who arrange local distribution of funds

A description of the projects supported and the organisations and individuals in Pakistan who manage them are detailed in the Trustees' and Executive Trustee's Reports.

Of the £416,207 in 2015 £315,472 was unrestricted funds and £100,735 was restricted funds.

5. Governance costs.

This relates to the cost of the independent examination and includes a prior year under provision of £80 (2015: £100). Support cost includes £1,080 (2015: £2,124) for accountancy and payroll costs to the independent examiner.

6. Tangible fixed assets

<i>Office equipment</i>	£
Cost	
Balance 1 April 2015	5,532
Additions during the year	0
Balance 31 March 2016	<u>5,532</u>
Depreciation	
Balance 1 April 2015	5,040
Depreciation charge for the year	326
Balance 31 March 2016	<u>5,366</u>
Net Book Value	
31 March 2016	166
31 March 2015	492

7. Debtors and prepayments

	2016	2015
	£	£
Gift Aid tax recovery	6,207	6,869
Debtors and prepayments	<u>1,032</u>	<u>690</u>
	<u>7,239</u>	<u>7,559</u>

8. Creditors falling due within one year

Creditors	0	0
Accruals	<u>5,277</u>	<u>4,902</u>
	<u>5,277</u>	<u>4,902</u>

9. Staff

The average monthly headcount of operational and administrative staff was three (2015: three). The charge in the accounts represents salary £36,279 (2015: £22,026), social security costs £591 (2015: £nil) and pension contributions of £29 (2015: £nil). There were no employees whose annual remuneration was £60,000 or more.

10. Related party transactions

No remuneration was paid to any trustee or to any person connected to them.

A total of 3 return flights to Pakistan were undertaken by Mr M Wakely and Mrs K Wakely at their own expense. The cost of these, estimated at £1,210 (2015: £1,439) has been shown as gifts in kind.

11. Management charges - Pakistan

These relate to the costs of managing projects in Pakistan for the charity.

NOTES TO THE ACCOUNTS (continued)
for the year ended 31 March 2016

12. Restricted funds	Balances at 1.4.15 £	Incoming Resources £	Resources Expended £	Transfers £	Balances at 31.3.16 £
Scholarships	4,776	9,423	(13,063)	0	1,136
School Books and Bibles	0	17,550	(17,550)	0	0
Lahore Christian High School, St James	0	1,327	(1,327)	0	0
Scholarships	0	8,673	(4,662)	0	4,011
Light School, Sheikhpura	2,238	6,100	(7,017)	0	1,321
Light Home School	1,142	6,150	(4,907)	0	2,385
Gospel School System	0	6,000	(6,000)	0	0
Curriculum Development	0	5,751	(5,751)	0	0
Special Needs	0	2,092	(2,092)	0	0
Abba Home	0	1,725	(1,725)	0	0
Equipment Fund	874	0	(874)	0	0
Friend's Public School	148	0	(148)	0	0
Starfish Karachi, Holy Shepherd Grammar School	0	8,065	(8,065)	0	0
Majorie School of Hope	0	9,330	(8,392)	0	938
Philadephia Church School	0	3,000	(3,000)	0	0
Dean Public School	0	6,360	(6,360)	0	0
Kot Radha Kishan-Shama School	1,000	13,015	(14,015)	0	0
Teacher Training	0	6,308	(3,913)	0	2,395
School Improvements	0	9,463	(9,100)	0	363
Research/Survey	0	12,932	(7,070)	0	5,862
Scholarship for Higher Studies	0	2,557	(2,557)	0	0
Star Public School	0	2,318	(1,768)	0	550
United School	1,093	6,750	(5,967)	0	1,876
Walter's Vehicle	1,948	0	0	0	1,948
Christian Technical Training Centre, Gujranwala	0	2,000	0	0	2,000
	<u>13,219</u>	<u>146,889</u>	<u>(135,323)</u>	<u>0</u>	<u>24,785</u>

13. Constructive obligations

At the balance sheet date the charity had no commitments under operating leases or any other contractual or constructive obligations.