



THE MISSION TO SEAFARERS

TRUSTEES' ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2022

**A company limited by guarantee, registered in England and Wales no. 6220240
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**THE MISSION TO SEAFARERS
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Introduction

Our Annual Reports of the last two years have reflected the massive disruption and difficulty that faced our beneficiaries, seafarers and their families, as a result of the COVID-19 pandemic. These brought enhanced urgency to our work and extraordinary challenges in delivering it. Those impacts and challenges continued right through 2022, with the Shore Leave issue particularly prevalent, and often detrimental to seafarer well-being. Alongside its impact on crews, the pandemic had a major effect on our work, especially on our network of over 120 Seafarer Centres, although many are now seeing usage once again. Then in March 2022, seafarers, and their families, were hit by a second devastating crisis – the Ukraine war. With Ukrainians and Russians making up 15% of the crew workforce, with families in Ukraine under intense stress and with many other seafarers caught up in the conflict, there were huge demands on our teams for pastoral and practical intervention.

Our work in 2022 has taken place against the background of these two crises, both of which have hit seafarers with particular ferocity, as well as in the context of the usual intense challenges they experience. In ports, the emphasis throughout 2022 remained on our proactive visitation of ships. Face-to-face welfare support remains essential, and the core of our output. The value of seeing a friendly face in a strange port cannot be over-emphasised, of hearing a different voice, of being able to share good news and bad, seek confidential advice or request more overtly spiritual support. Our teams have brought their skills in mental health first aid and post trauma support. Pastoral support has combined with practical services that have been hugely important. These have included the extraordinary amounts of personal shopping carried out for seafarers who could not disembark in port, a reality reflected strongly in our statistics. In addition, the facilitation of communication has taken on a new significance in the absence of shore leave, and in relation to the need for Ukrainians to maintain connectivity with their homes.

Our extensive portfolio of fast-developing wider programme has been a very important feature of recent years, and continued to be in 2022. This features significantly in this report.

2022 has also seen the implementation of the recommendations of a major External Governance Review, the move of our IHQ team to a new head office building together with much changed patterns of working, an expansion of our IHQ team and a reordering of our Senior Management Team. There has also been significant changes in leadership at Regional level following promotions and retirements. We have continued our governance improvement journey, with a particular emphasis in 2022 on Health and Safety. I also note the ongoing success of our Development Team on whose fundraising we remain utterly dependent.

These are some of the highlights of what has been another year of enormous challenge and very positive outcomes. Output has remained absolutely focused on transforming the lives of seafarers and their families in these acutely difficult times. We are a Christian mission, closely linked with the Church of England and the Anglican Church worldwide. That mission is expressed holistically, inclusively and practically but it has a deep spiritual underpinning which continues to inform and guide all that we do. In closing this introduction to our Annual Report, I must acknowledge and thank our teams in London and around the world, the vast number of supporters, individual and corporate, who continue to make our work possible, and my own colleague Trustees.

Tom Boardley

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The Mission to Seafarers Trustees' Annual Report (incorporating the Directors' report as required by Company Law) for the financial year ending 31 December 2022

Our Object

The object of The Mission to Seafarers ("the Mission"), as stated in the Articles of Association, and for which we are established for the public benefit, is:

"To promote the spiritual, moral and physical wellbeing of seafarers and their families worldwide."

Our Common Standards

The Mission has further revised and developed a range of common standards to maintain a strong sense of unity and common purpose, to sustain and protect its reputation and to promote high quality ministry. They will be applicable to all the Mission 'Members' including all Mission to Seafarers 'Flying Angel' local stations, operations and honorary chaplaincies as follows;

Our Vision

Our vision for the world's 1.6 million seafarers of all ranks, nationalities and beliefs is to:

- operate a network of services where seafarers are valued and cared for in the ports where the need is greatest, thus improving and safeguarding their wellbeing,
- be in the right ports with the right resources offering support which is relevant, compassionate and life-enhancing, and
- meet the needs of all seafarers and their families, irrespective of faith or cultural background.

Our Mission

Our simple mission is **to care for the shipping industry's most important asset: its people.**

Throughout a long and distinguished history, the Mission has grown to become one of the largest port-based welfare operators in the world, with a presence in almost 200 ports. We provide a service 365 days a year, across 50 countries where 118 of these ports have a Flying Angel centre. International Headquarters (IHQ) in London directly supports over 70 front-line staff in addition to an army of volunteers who visit ships, offer hospitality, drive minibuses and engage in a range of other welfare activities.

Our Ethos

Our historic and integral partnership with the Anglican Church continues to be central to our ethos. It has traditionally found particular expression in how local teams should normally be licensed, recognised or affirmed by Diocesan Bishops as appropriate. In addition, it is expressed through our commitment to the Five Marks of Mission. We seek to maintain and develop close and supportive relationships with the worldwide Anglican Communion.

We are also deeply committed to effective ecumenical co-operation locally, regionally and internationally. We actively seek to sustain the best in such working, including through our longstanding and proactive engagement within the International Christian Maritime Association (ICMA).

Our ethos is one which also stresses the importance of the widest possible partnership and collaboration to the benefit of seafarers and their families.

Our Values

Pioneering: Being open to God's leading, we encourage innovative thinking and seek to be flexible and entrepreneurial in our ways of working.

Inclusive: We are unconditionally committed to the support of all seafarers and their families without discrimination.

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United: We are one global, intergenerational, multicultural family united in vision and purpose, while respecting diversity of culture and context.

Collaborative: We are co-operative in our approach to our work – in relation to individuals, the church, ecumenical partners, and organisations and institutions that work for the welfare of seafarers.

Accountable: We are accountable to God as stewards of the resources entrusted to us, to each other in recognition of our mutual inter-dependence and to those charged with governance at local station, regional and international level.

Caring: In all our dealings we strive to behave with compassion, to act with integrity and to treat everyone with respect.

Our Code of Conduct

Our membership of ICMA carries an obligation to abide by the Constitution of the Association and its Code of Conduct.

In a fragmented and divided society it is ICMA's mission to promote unity, peace and tolerance. ICMA was founded to promote and co-ordinate Christian ecumenical co-operation in maritime ministry. Chaplains and staff of all ICMA Member Societies at local, national and international level are therefore to:

- a) Show an unconditional love to the seafarer as a human being, created in the image of God, and a sincere respect for their personal values and beliefs.
- b) Serve seafarers and their dependants of all nationalities, religions, cultures, language, sex and race.
- c) Fight prejudice, intolerance and injustice of any kind.
- d) Respect the diversity of ICMA Members and Churches and develop that which unites them.
- e) Respect the loyalty of those engaged in maritime ministry to their particular ecclesiastical discipline and tradition, and refrain from proselytising seafarers.
- f) Co-operate with persons, organisations and institutions - Christian or non-Christian - that work for the welfare of seafarers.

Our Standards

The Mission to Seafarers aspires to the very highest quality of professional standards and is absolutely committed to effective and transparent safeguarding.

Our Common Identity

All Members share a common identity, which includes the use of the name "The Mission to Seafarers" and/or "Flying Angel Club", followed where applicable by the name of the relevant region/country/local station, and the use of the Flying Angel logo.

As such, Members should be sensitive to the fact that the actions of one or more Member, even within their own national or regional context, may significantly affect others across the global network.

Our Ministry

We are committed to Christian mission, informed by the "Five Marks of Mission", with a focus on a holistic, proactive, professional and engaged response to the needs of seafarers and their families.

Our port-based ministries will reflect in some measure the following services, as is appropriate within the local context. The Mission to Seafarers encourages a creative, contextual and entrepreneurial approach, providing it is in line with seafarer need and is sustainable. Areas of ministry may include:

- Ship visitation
- Centre hospitality:
 - Friendship/welcome
 - Wi-Fi facilities
 - Recreational opportunity

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- Food and drink
- Shop
- Chapel and services
- Hospital visitation
- Prison visitation
- Transport services
- Emergency response, including post-trauma and mental health counselling/signposting
- Justice and Advocacy, supporting seafarers during times of crisis or need and advocating for those without voice
- Spiritual support as appropriate:
 - Prayer
 - Counselling
 - Services of worship on board or in centre
 - Provision of access to community places of worship
 - Distribution of Christian literature
- Programmes designed to meet the wider needs of seafarers in a rapidly changing maritime world, including global projects and local port welfare initiatives.

Our Work 2022 - Overview

1. Seafarers

The acute pandemic-related challenges of 2020 and 2021 continued throughout 2022. These focused particularly on the issue of shore leave, which remained very limited throughout the year, but with emerging evidence of a gradual relaxation globally. The lingering impacts of COVID-19 combined with the outbreak of war in Ukraine had huge implications for Ukrainian and Russian seafarers, as well as for those who found themselves trapped in Ukrainian ports or even under direct attack (one such ship and its traumatised crew was visited by our Chaplain in Turkey). Clearly Ukrainian crew face acute dilemmas and great anxiety for their families, with decisions to be made about returning home or not. Many of these families were based in badly-hit areas. Large numbers became refugees and some suffered injury, death and the loss of homes. These double crises added to all the usual challenges faced by seafarers and their families and posed enormous challenges for seafarer well-being and consequently our need to respond rapidly and relevantly.

2. Our Operations

Ports

Many of the ways in which we normally deliver our work continued to be under severe pressure through 2022. In 2021 our global network of hospitality centres, together with our transport fleets, faced reduced crew footfall of 93%. In 2022, as statistics demonstrate, we began to see something of a recovery, but from historically very low levels. We are in a period of significant uncertainty. Seafarers, the maritime industry and maritime welfare have been through an unprecedented three-year disruption – in addition to wider drivers of change. We are in an emerging new world and are yet to see the full impact of all this on future patterns of seafarer behaviour, on company and local regulation and on port security. We believe that seafarer centres will continue to have an important place in seafarer support but they will need to be the right models in the right places. While we are delighted to see a gradual reopening of centres, we recognise that further modernisation and development will be required. 2022 has seen the start of significant planning in line with strategy – particularly around modular and mobile centres. We intend to be in a strong position to lead change once we have greater clarity.

Throughout 2022, our focus has been on sustaining and growing proactive ship visitation. This is the best way of ensuring vital face-to-face contact with crew. While we fully recognise the value of digital welfare initiatives and are adopting a hybrid approach ourselves, we continue to believe that personal interventions will always have an irreplaceable role. Significant new investment in paid ship visiting across all our nine regions was made available from 2022 (see below). We continue to be committed to highly professional and well trained teams, not least in the areas of mental health first aid and post trauma support. Again, fresh investment was made available in 2022 for supporting training initiatives through the strategic period.

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Volunteering has taken a big hit through COVID-19, with many of our older volunteers not returning after a three year gap. As we begin to reopen centres and expand ship visiting, careful attention is being paid to recruitment and support.

Wider Programme

Our wider programmes have continued to expand and develop. Our WeCare educational resources in communication and financial literacy reached more than 85,000 seafarers in 2022 and we began to develop a formal Family Support Network in South India, based on our successful model in the Philippines. Since the start of the pandemic, our Seafarers Happiness Index has been the industry's barometer of what crew are thinking and this continued into 2022 with four published reports and a new sponsorship partnership with Idwal and NorthStandard. Work on our new seafarer wellbeing app was completed but technical approvals have delayed the launch until 2023.

3. Finances

After two extraordinary years in fundraising, with exceptional corporate donations and legacies, 2022 has been more of a "normal" year. Corporate donations from within the maritime industry remain our prime focus and the likeliest avenue to continued long term sustainability, together with the major maritime grant funders who remain vital to our continuing work. However, events, legacies and individual and church giving all remain very important and valued income streams. Most streams showed returns on or beyond target. We benefit from an exceptional Development team and the support of some key figures within industry. Of note, has been significant levels of government funding into our New Zealand work. There is optimism that Australia will follow. We are active in encouraging these and other governments to consider structured funding for maritime welfare organisations as part of their responsibility under the Maritime and Labour Convention. Trustees have done detailed work on our reserves and we are working to a careful financial parameter plan which will deliberately reduce our reserve levels over time, maximising spending on front-line work while protecting long term sustainability. Our strategy also commits us to further building of local and regional sustainability wherever possible, diversifying our fundraising and making it less UK dependent. As we emerge from the pandemic there will be renewed focus on this.

4. General

Our new global strategy was launched at the start of the year and progress is reflected in this report. While its core themes are clear and relevant, there are considerable uncertainties about the exact nature of seafarer need and behaviour in the emerging post pandemic environment and there will need to be considerable flexibility in the timing and nature of its full rollout.

An External Governance Review (EGR) reported in 2022. While its outcomes were affirmatory and encouraging, it usefully highlighted a number of areas for consideration, including the need for some adjustment in trustee length of service, for a further review of our Reserves policy, to increase the size of our head office team, to adjust our Senior Management Team structure and to take further measures in regard to Safeguarding. Necessary actions have followed through the year.

Also in 2022 the Mission's new head office opened in Shoreditch with staff returning and working on a very different basis to pre-COVID-19. We expanded all our IHQ teams in line with the recommendations of the EGR and in response to growing demand across all areas, including programme and compliance.

Our Work 2022 – Strategy and output

Programme

Strategic aim: we will deliver effective maritime ministry to the highest possible standard, within a framework of sound governance and accountability. Over the next five years we will seek to achieve:

- Significant progress towards effective, relevant, sustainable and outcome-based work across our network, ensuring that we are present in the right ports with the right models of ministry.
- Encourage alternative models of ministry, to be explored and established where appropriate.
- Implementation of a comprehensive governance structure (international, regional and local) supporting high quality and professional working, in line with common global purpose and standards.

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- Meaningful progress in building a global Mission culture which shares a global ethos and vision and is responsive to a changing maritime environment, open to new thinking and supportive of appropriate entrepreneurial activity.
- Ongoing commitment to the support of well-led, well-trained and well-governed regions as the basis for delivering high quality port ministry, working towards regionally defined goals and objectives.
- Further development of an effective programme of wider projects (global and regional), that are professionally delivered, seafarer-focused and with demonstrably strong outcomes, having special emphasis on building effective family support networks, working in close liaison with regions as relevant and with engagement from the global Mission.

Ports chaplaincy and ship visiting

The most visible sign of The Mission to Seafarers is our network of port chaplains and welfare teams in 200 ports across 50 countries. Outputs for our UK and Grant Funded chaplaincies were;

Activity	2022	2021
Ship Visits	21,623	21,056
Seafarers centre attendees	33,686	15,412
Seafarers transported	15,533	6,434
Justice and Welfare Cases	1,037	951
Numbers of Seafarers met during a ship visit	151,361	105,280

It should be noted that in 2022 some locations around the world remained in strict lockdown and port access continued to be an issue, particularly for those chaplaincy projects which we fund in developing countries. Officially, the Mission's teams did not enter vessels until May 2022 when a decision was taken by the Regional Directors to amend the COVID-19 Protocols. When ship visiting did return to include indoor activity, social distancing, masks and sensible precautions were maintained.

With the rise of in-vessel visiting, we have increased the number of ship visit interactions for 2022 to seven, on the basis that a ship visitor will encounter a seafarer at the security desk at the top of the gangway (1), an escort to the Master's Office (2), an interaction with the Master (3) and other senior officer (4), a conversation with the Cook (5) and galley staff (6), and at least one interaction in the Mess (7). This estimate does not work for all ship types (notably cruise vessels) but we believe this to be a reasonable representation of what happens during a ship visit.

When added to our global Mission to Seafarers family, the above statistics rise to:

Activity	2022	2021
Ship Visits	39,068	34,629
Seafarers centre attendees	69,743	23,629
Seafarers transported	51,013	12,131
Justice and Welfare Cases	1,358	1,383
Numbers of Seafarers met during a ship visit	273,476	173,155

During 2022 a £750,000 three-year project was launched to expand ship visitation across all nine regions

- Europe: additional ship visitors for Southampton, UK and Izmir, Turkey (delivered 2022)
- East Asia: additional capacity added in Thailand, Myanmar and Japan (delivered 2022)
- Latin America: Panama (additional capacity planned 2022 for delivery 2023)
- Africa: additional funding for Richards Bay, Port Elizabeth, Cape Town (delivered 2022)
- Middle East/South Asia: Funding made available for additional work India (delivery 2023)
- Oceania: additional funding for South Pacific Islands (research 2022, delivery 2023)
- USA: Major expansion project (comprehensive research 2022, delivery 2023)
- Canada: ship visiting expansion funding for St John (delivered 2022), Halifax (delivery 2023)
- Australia: ship visiting expansion funding (2022 for delivery 2023)

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Ongoing COVID-19 relief and management support was provided to local stations including financial support where needed and practical help by providing PPE and sanitising stations.

Wider Programme

Our wider programme of mental health resources, resilience training and working with seafarers' families continued to grow in 2022. The Philippine Family Network continued to be in high demand. Building on our pandemic feeding programme in South India, we have taken steps to formalise a Family Support Network in Tuticorin, India. An initial assessment of need has been completed, and we have provided funding for a homework club, along with sewing lessons. In 2023, we will recruit an in-country co-ordinator who will help to develop the work in line with local need.

Tuticorin Family Network;		
	Family Programme Participants	2,050
Philippines Family Network		
	Family Programme Participants	3,549
	No. of welfare cases dealt with in Manila	1,353
	No. of members in the Family Network	3,621

New partnerships were formed with Kadmos, BSM and OTG to reach more seafarers with access to our WeCare courses in communication and financial literacy.

In 2022, our Programme Manager qualified to train a suicide awareness programme called SafeTALK. In 2022 we trained 180 "suicide alert helpers" from 28 organisations, including Mission to Seafarers volunteers, other seafarers' welfare societies and shoreside personnel. In 2023, our intention is to make this course more seafarer friendly with the aim of training seafarers directly.

WeCare		
	Number of seafarers and family members trained in 2022	2,436
	Seafarers with access to the courses in 2022	85,241
SafeTALK		
	No. of Suicide Alert Helpers trained	180
	No. of organisations that received training	28

Provision

Strategic aim: we will seek to resource ministry fairly and appropriately, while building a sustainable future, recognising that longer-term financial dependency on IHQ is not viable. Over the next five years we will seek to achieve:

- A significant reduction in operating deficits
- Comprehensive and urgent progress towards financially self-sustaining regions. This process to be supported by IHQ action.
- Clarity, transparency and equity in allocating funding (ports and projects), guided by the strategy and underpinned by improved criteria, clear application procedures, quality reporting and overseen by a further developed Trustee Programme Committee.
- Development of a wider (beyond-UK) fundraising programme, including enhanced support for local and regional fundraising.
- Significant progress in partnering with shipping and maritime industry corporates as a key resource for support and funding, including the exploration of new approaches to funding.

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This was a more challenging year financially, compared to the immediate previous years. Our reserves took a major hit with a £3.5m unrealised investment loss and, as expected, income levels were lower in comparison to the two previous exceptional years. However, our undergirding fundraising trends remained highly positive, with strong income across most streams, including corporate, legacy, individual donations and events. Community and church fundraising has begun to recover post-COVID-19. Two new positions were added to the Development team in line with strategy, one in data and one in communications, which has assisted the whole team. The communications team continued to target new audiences, contributing to enhanced individual and corporate donations. We aimed to increase the numbers of new digital donors by 100% in 2022 compared to 761 new digital donors in 2021 and achieved 526 (69%). We will continue to aim for a 100% increase in subsequent years.

We continued to prioritise building our corporate funding from within the shipping industry. Our chief vehicle for this was the Sustaining Crew Welfare Fund, building on the major successes of 2021. An outstanding fundraising event from Eastern Pacific Shipping raised over Sing\$1.5m, contributing to a very wide variety of Mission projects globally. Work continued to develop fundraising more intentionally beyond the UK, expanding on existing corporate audiences in Asia (with very extensive work on the major 2023 Adventure Race Japan during 2022 and significant sponsorship funds already received during the year.)

Planning also began in relation to future development in the USA.

The fifth year of our major annual Singapore Dinner and International Awards continued to grow. Our Trustees continue to look strategically at all aspects of our financial performance. Following our External Governance Review, the Board revisited and reaffirmed the parameters which guide our financial planning and our approach to sensibly reducing reserves. We continued to support our Regions in their fundraising. This included delivering a comprehensive media and fundraising training to all Regional Directors. The setting up of a media representational group is in its fledgling stage.

Partnership

Strategic aim: we will prioritise partnerships to ensure efficient, collaborative and coordinated delivery of care to seafarers. Over the next five years we seek to achieve:

- Leadership at global, regional and local level in promoting intentional, collaborative partnerships for the delivery of care to seafarers.
- Further progress towards working in consultation and active partnership wherever possible – with ports, maritime welfare providers, mission organisations, the maritime industry and with churches.
- Building on current strengths, demonstrable progress in increasing global and regional church engagement.

In 2022 we continued to be significant funders and supporters of ICMA (the International Christian Maritime Association) and our Secretary General completed 4 years as their chairman (a role fully funded by Mission to Seafarers' Trustees). We also continued to build local, regional and national working relationships with key welfare colleague societies. We agreed a formal partnership with the Deutsche Seemannsmission (DSM) to co-operate in Panama (including with a new shared joint-post), we informally agreed with DSM for some shared work in Africa from 2023, we established a new joint chaplaincy role in Tilbury/London Gateway, UK, with Queen Victoria Seaman's Rest and concluded work with Stella Maris and Sailor's Society to re-establish three UK Ecumenical Centres under new Queen Victoria Seaman's Rest leadership.

Possibilities

Strategic aim: we will inspire, encourage and resource our global Mission family in exploring and pioneering new opportunities, looking boldly and creatively towards the next horizon. Over the next five years we will seek to achieve:

- Significant progress towards a more entrepreneurial culture with a range of demonstrable outcomes.
- Clear advances in using new technology to enhance seafarer welfare, in seafarer-facing work, in fundraising and in training.

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Significant work was carried out in 2022 in developing our new seafarer welfare app, which will go live in early 2023. Our £750,000 commitment to grow ship visitation across all regions opened up a significant range of new possibilities, many of which (as above) were realised in 2022. Of particular importance was the launch of a comprehensive plan to grow our work in the USA, in line with welfare need.

2023 Objective and activities

In 2023 we anticipate substantial growth in the use of our centres as “shore leave” provision increases and the impact of the pandemic on seafarers continues to ease. However, as stated above there will be some continued effect through both regulation and seafarer behaviour, especially in some of the countries in which we work. Flexibility will be necessary, together with an emphasis on exploring new models, both of Mission infrastructure and changed patterns of working. We will continue to prioritise proactive ship visitation. The lingering impacts of COVID-19, ongoing conflict in Ukraine, wider international tensions and global financial and political uncertainties will combine with an industry undergoing change, not least through increasing automation, to ensure unpredictable levels of potential change and disruption. Seafarers are often hit first and hardest.

Programme

Ports:

We will continue with our modernisation of our port-based working, with relevance and sustainability a driving factor at regional and local level, to include:

- Support for ongoing centre modernisation, in line with changing need. Explore use of mobile centres, with first example due to be rolled out in Rotterdam in 2023.
- Further development of our “key hub” programme, focused on existing and new ports where research dictates efforts should be enhanced in relation to maximising access to seafarers and building a multi-skilled team-based approach. Rotterdam to be the initial focus in 2023.
- Building on 2022 work, complete the regional ship visitation enhancement programme – ports identified in 2022 across all nine regions.
- Middle East and South Asia Region (MESA) to be a special focus for “greatest need” port development. One new MESA operation to be established in 2023, with a further two to follow. Lebanon, Saudi Arabia and Yemen will be a focus for development research.
- Revisit delayed “superyacht” crew support programme.
- Continue to support detailed strategic plans across all Regions.

Wider programme:

- Increase the number of WeCare trainers in the Philippines, able to train more seafarers in financial literacy and communication
- Contextualise our existing suicide awareness programme to make it relevant for the maritime industry
- Develop a Family Network in India, specifically in Tuticorin
- Build on existing work in monitoring and evaluation to further train our teams in the importance of “telling our story”

Training and Governance:

- Continue to develop our global governance to meet the highest professional, legal, and ethical standards promoting transparency and accountability at all levels.
- Further training for our frontline staff in individual and group crisis intervention and the provision of specialised acute emergency mental health intervention.
- Building on 2022 work, continue to develop a safety culture across the organisation with annual Health and Safety refresher training across the organisation and specialised training for key roles.
- Measure the environmental impact of our day-to-day operations, reduce our emissions in line with annual targets and offset unavoidable emissions.
- Publish our first ESG report detailing our approach to sustainable maritime welfare and our efforts to partner with stakeholders to contribute towards environmental sustainability.

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Provision

- The Flying Angel Campaign 2023 will be launched as a vehicle for corporate fundraising, with an aim of raising US\$ 700,000.
- The Adventure Race Japan will be held in May, with the aim of raising over US\$750,000 net (as well as introducing us to an extensive range of new partners).
- We will continue to build on our digital donor acquisition programme.
- As part of our programme to devolve fundraising beyond the UK we plan to appoint a new fundraiser in the UAE, and will be taking early steps in building fundraising capacity in the USA, in line with our expansion of port work there.
- Building on media training given in 2022, our communications team aim to increase global coverage by enhanced collaboration with the regions.

Partnership

- Continue to strengthen relationships with key maritime bodies.
- Launch new partnership with Deutsche Seemannsmission in Panama, supplementing our existing work.
- Explore further shared operational partnerships with colleague societies.
- Proactively seek out new partnership opportunities at all levels, including within maritime and in relationship to our colleague Church of England "Partner in World Mission" agencies.

Possibilities

- Develop our new seafarer welfare app to become a market leader in its field.
- Further adopt new technology to improve the routes by which seafarers can access welfare.
- Explore new opportunities for welfare provision in Poti, Georgia.
- Explore further MOUs between the Mission and a Nation State to provide welfare across a territory.
- Explore expansion of our service provision across the United States.

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2022 – Income and expenditure

The Consolidated Statement of Financial Activities is shown on page 27.

In 2022, the net movement in funds was a deficit of £4,166,000 (2021: gain £6,897,000). The main reason was due to a 2022 unrealised investment loss of £3,509,000 (2021: gain £3,383,000) and in 2021 we were very thankful to receive an exceptional legacy of almost £3m, which was not repeated in 2022.

Overall, 2022 was a difficult year for both the UK and wider economies and total income is down at £4,945,000 (2021: £8,607,000 – but, without the exceptional legacy 2021, income was £5,807,000). Income from trading with seafarers has fallen to £204,000 (2021: £327,000) but much of this is because we were able to distribute £232,000 of donated SIM cards to seafarers free of charge, which is included in both income and expenditure as a Gift in Kind. Overall general donations are up slightly at £1,680,000 (2021 £1,470,000) due to the continued support of donors, more local activity being undertaken as the threat of COVID-19 has receded and successful appeals. There was no major fundraising campaign in 2022 to follow on from the 2020 and 2021 successful *Flying Angel Campaign* and the *Sustaining Crew Welfare* initiative and general grants are down at £760,000 (2021: £959,000).

Donations, grants and legacy income, together with investment income make up the Mission's principal funding sources and represent 90% of total income (2021: 92%). They are a major contribution to funding the cost of the Mission's charitable activities.

Total operating expenditure increased by £640,000 (12.7%) to £5,697,000 (2021: £5,057,000) as, post COVID-19, there were a number of staff movements and new appointments hence staff costs have increased. Also work began on the first year of the new strategy with research and the launch of the new global Ship Visitors programme. Expenditure for charitable activities increased by £525,000 (12%) to £4,780,000 (2021: £4,255,000) and the costs of Raising Funds increased by £115,000 (14%) to £917,000 (2021: £802,000) as events and activities were able to resume post COVID-19. An analysis of expenditure is given in note 8 to the Financial Statements. The proportion of total expenditure that the Mission considers to be of a charitable nature is 84% (2021: 84%).

The Mission's investment portfolio concluded the year with a loss of £3,509,000 (2021: gain £3,383,000). However, unrealised investment gains or losses reflect market movements during the year and are not cash surpluses or deficits. They are not available to fund expenditure unless and until the investment is finally sold. Fluctuations in the stock market can impact on the Mission's reserves as can be clearly shown by the result for 2022. Investment income improved by 22% to £871,000 (2021: £712,000) as interest rate rises have contributed to higher returns.

The Mission participates in various pension schemes. Some are defined contribution schemes with no liabilities at the year end and others are multi-employer, defined benefit schemes where the Mission's ongoing liability at the year end was £nil (2021: £16,000).

The net loss before investment and foreign exchange gains for the Mission's four (2021: four) subsidiaries is £5,000 (2021: loss £20,000). With their total reserves of £140,000 (2021: £143,000) the Trustees confirm that one is in deficit (2021: none) with the Dunkirk War Memorial Trust, which was not operational in 2022, suffering investment losses of £13,000 (2021: gain £14,300). See notes 2 and 17.2 for further information about the subsidiaries.

Balance sheet

The Mission's group balance sheet shows that net assets have decreased by £4.2m to £39.7 million (2021: £43.9 million) and are made up of;

<i>Restricted reserves</i>	£833,000 (2021: £922,000) (see Note 20)
<i>General reserves</i>	£23.1 million (2021: £26.3 million)
<i>Designated reserves</i>	£15.8 million (2021: £16.6 million) which are not available for general purposes. (See note 21)

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Reserves

The Mission's policy is to maintain general reserves to reflect the long-term nature of its work. As the temporary custodians of these reserves, Trustees feel that it is essential that they leave The Mission to Seafarers in a state where it can continue for as long as seafarers need it and there are no signs of this need diminishing.

During 2022 the Trustees discussed and reviewed the policy and have reconfirmed that they continue to believe that general reserves should not fall below a total of three year's expenditure. Based on the 2023 budget, that figure equates to £18.2m. General reserves at the year end are £23.1m (£4.9m above the minimum required) and Trustees confirmed that there should be a continued, intentional and responsible utilisation of reserves over the strategic period, within agreed parameters. This will be achieved through a targeted reduction of deficit budgets with the aim of attaining long-term financial sustainability but allowing for intentional strategic expenditure and/or a response to unforeseen circumstances

In the opinion of the Trustees, a minimum of three year's expenditure continues to be required to meet future working and capital requirements having taken into account the following factors:

- The Mission seeks to operate in a proactive manner, to make commitments in terms of manpower, resources and premises for the long term and to provide a reserve of funds sufficient to support operations at locations worldwide where it operates. There are continuing indications that some of the Mission's operations overseas, which endeavour to be self-funding, are struggling to maintain essential services. The Mission to Seafarers is committed to the principle of maintaining its worldwide support of seafarers and to retaining a sufficient level of funds to give stability to its work, including the provision of emergency financing where necessary for these activities.
- In 2022 legacy income was £1,067,000 (2021: £4,728,000). Whilst the Mission has benefited from legacies in the past and hopes to do so in the future, legacy income cannot be relied upon as a continuing and certain source of incoming resources. The Trustees have, therefore, made allowance for the uncertainties that arise from legacy income.
- In line with the planned, phased reduction in reserves, The Mission to Seafarers anticipates continuing net cash deficits arising from insufficient cash being raised. These deficits will be funded from investment reserves. The Trustees have made allowance for the risk that future adverse movement in the market value of investments may impact on the ability to meet operating cash flow requirements and have revised their investment policy to mitigate this risk, including holding a minimum of one year's expenditure in cash.
- Changes in law may impose costs, such as in the area of pensions, where obligations may arise to ensure that current and retired employees are not significantly disadvantaged.

The level of the unrestricted general reserves has provided some protection to the Mission and allows time to adjust to changing financial circumstances. This has limited the risk to service provision from operating deficits, such as the Mission has experienced in recent years, or an unexpected need for unbudgeted expenditure. Indeed, during the COVID-19 pandemic in 2020 and 2021 this has provided protection and security for the Mission from the impact of COVID-19 as a proportion of investments were sold to provide enough cashflow to ensure that the Mission remained a going concern whatever the performance of stock markets. In 2022, the Mission's reserves allowed additional unbudgeted funds to be provided to respond to the needs of seafarers and their families resulting from the war in Ukraine. The reserves also helped to weather the impact of investment losses as global stock markets respond to the conflict and economic pressures.

Going concern

The Trustees consider that it is appropriate for the Financial Statements to be prepared on a going concern basis as they believe that the current level of reserves and cash holdings at the date of signing will enable the Mission to survive the continuing impact of the COVID-19 pandemic and any impact from the war in Ukraine. They will also ensure that the Mission can continue to be able to support seafarers for the foreseeable future.

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Risk Management

The Board of Trustees has overall responsibility for risk management and maintains a Risk Register. This is included in the remit of the Audit and Risk Committee and continually monitored by the Senior Management Team.

The Risk Register identifies risks which:

- could have a serious impact on the viability or survival of the Mission
- estimates the likelihood of such an event occurring
- assesses the impact it would have if it occurred
- identifies what controls are already in place to reduce the impact or probability of the event occurring
- identifies what else could be done to reduce the probability or potential impact
- identifies the person(s) responsible for monitoring the risk and taking appropriate action.

The Register is reviewed as needed, but annually as a minimum. It was reviewed extensively by the Audit and Risk Committee in November and some risks were expanded and/or repositioned based on the score of each risk. One risk relating to Section 75 pension liability was downgraded to the Operational Risk Register for monitoring by Management while a new risk relating to the Mission's external advisers not acting in its best interests or suffering internal failures was added. The possibility of a cyber-attack was identified as a growing area of global concern, elevating Information Technology risk on the Register. Appropriate mitigating measures were added including the development of a Cyber Incidence Response Plan.

The principal risks that the Mission faces and the actions it takes to mitigate these risks are that:

- It is unable to raise sufficient funds to permit it to maintain or expand the services it offers to seafarers to meet the level of need identified.

It was feared that this risk would materialise as a result of the impact of the Pandemic. However, fundraising performed exceptionally well in the two Pandemic years and has now returned to more normal levels. The reserves position remains strong although there is extreme volatility in the market and inflation has soared. The Finance Working Group which began meeting informally during the COVID-19 pandemic now meets often, usually monthly, to analyse the Mission's financial position and advises the Board accordingly. Additionally, budgets and income forecasts are being updated regularly with an emphasis on reducing costs where possible and close financial monitoring is in place through forecasts, management accounts and oversight of the Audit and Risk committee.

- An employee, volunteer or any other individual who comes into contact with the Mission's work becomes subject to sexual harassment or abuse as a result.

The Mission's main resource in delivering services is its staff and volunteers who are subject to reference checks prior to engagement and DBS checks where appropriate. Staff and volunteer handbooks provide guidance and information on behaviour with training and on-going performance reviews to ensure that staff maintain the highest of standards. A Safeguarding and Professional Conduct Policy has been devised and implemented, supported by appropriate training. A Safeguarding Working group has been established with a Safeguarding lead trustee and deputy nominated. Adoption and implementation of this policy is a condition included in MOUs for all grants provided by the Mission. There are also contingency damage limitation plans in place.

Investment Policy

The Mission holds investments to help meet its current and future obligations and as a reserve against future shortfalls between income and expenditure. It is intended to hold reserves for the long term as the need to provide support and care to seafarers is not diminishing and it is expected that the Mission's activities, including long term housing commitments to retired employees and Church of England pension obligations, will continue for many years.

The overall aim of the Mission in holding investments is to produce the best financial return within an acceptable level of risk, in order to protect the long-term reserves against inflation and produce regular flows of funds to support fixed costs and operating activities both in the UK and overseas.

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The investment reserves are divided into:

- reserves expected to be held for a long-term time horizon (more than 3 years) to provide a total net annual return which exceeds inflation plus 5% over a five-year period
- those held for the short to intermediate term (0 to 3 years) to preserve the capital value with a minimum level of risk. These assets should be readily available to meet anticipated cash flow requirements.

In the implementation of this policy, the Trustees follow the Charity Commission guidance for the investment of charitable funds. Additionally, the Mission does not wish to profit directly from, or provide capital to, activities that are materially inconsistent with Christian values. This is ensured as the Trustees also follow the guidelines of the Church of England's Ethical Investment Advisory Group which may prohibit or limit the investment in stocks with exposure to certain sectors, such as armament and tobacco.

The Trustees will select one or more professional investment management firms to manage its investments in line with this policy. Such appointments can be in the form of bespoke agreements to manage the Mission's portfolio on a segregated basis, or via investments in pooled vehicles. The Investment Committee will from time to time make recommendations to the Board on the best approach to use, based on its assessment of the relative merits of each. The Investment Committee also performs the oversight of the Investment Managers and periodically reviews their performance, commercial terms and overall services and, if appropriate, makes recommendations to the Board for any change. This policy was reviewed in 2022.

Investment Portfolio

CCLA, which is regulated by the Financial Conduct Authority, is the investment manager for the Mission's funds. The assets have been invested with CCLA in the CBF Church of England Investment Fund (Investment Fund) which is a multi-asset common fund worth over £1,900 million as at 31 December 2022 and benefits from charitable status. Investment in the Investment Fund is based on the purchase of units that can be bought or sold at any time.

The prime objective of the Investment Fund is to protect and grow the real value of the capital invested and the income that it provides and it is managed in accordance with the policies of the Church of England's Ethical Investment Advisory Group and therefore fits with the Mission's investment policy.

Investment Performance

In 2022 the total return net performance for the Mission's investments managed by CCLA was a loss of 9.16% (2021: gain 17.46%) and the performance of the comparator* was a loss of 10.12% (2021: gain 16.96%). Gross dividend yield was 2.99% (2021: 2.64%) based upon mid-market price and an annual dividend of 61.79p (2021: 59.99p).

(*Comparator - composite: from 01.01.21 MSCI World 75%, MSCI UK Monthly Property 5%, iBoxx £ Gilts 15% & SONIA 5%.)

Fundraising

The Development team at the London IHQ is responsible for fundraising, communications and marketing. The team has continued to build upon the previous year's results in generating a substantial level of income for the charity whilst working around the continuing challenges that the COVID-19 pandemic has placed on fundraising activities. Our marketing and communications obligations have also continued to increase the profile of the Mission across the wider global maritime world, increasing awareness of our work and the reliance that we all have on seafarers.

Total fundraised income at IHQ for 2022 was £3,451,000 (2021: £6,234,000) a decrease of £2,783,000 (45%) which is mainly due to decreased legacy income £1,033,000 (2021: £4,279,000) following the previously mentioned £2.8m exceptional legacy received last year. We are very grateful to those supporters who made these commitments, sometimes many years ago. We also thank those who have pledged legacies during the year. This is a valuable source of income for us.

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Donations are received from individuals, churches, fundraising committees, grant giving bodies, trusts and corporates, especially those in the maritime sector. Some donations are linked to specific appeals such as the regular Lent, Summer, Christmas and Sea Sunday activities or specific events and campaigns such as the 2021/2 *Sustaining Crew Welfare Campaign*. Some individuals and teams undertake challenge events and we were pleased to see the continued support of Graig100 and IMO Richmond Bike rides, along with an inaugural Golf Day with Hayfin.

We were grateful to receive £332,000 as a result of the EPS Global Fundraiser, which raised overall S\$1,5m with a large contribution going to Singapore and the wider Asia Region.

Our partnership with the UKP&I Club continues into a fifth year, with support for the WeCare programmes. These programmes have continued to steadily grow within a manageable level, with a combination of online and face-to-face delivery. The new *SafeTalk* was started but we expect to see an increased delivery of this in 2023. Work with HFW continues to provide vital pro bono and fundraising support, for which we are so very grateful and we deeply appreciate all the companies, trusts, foundations and individuals who have continued to support us so generously to help seafarers in so much need. Our regular and individual giving for 2022 was a valuable £482,000 (2021: £493,000).

The Events team has been busy planning the 2023 Adventure Race Japan and are pleased that in-person events are increased in 2022 as mentioned above with income £136,000 (2021: £118,000) and that the successful bike ride 'The Graig 100' and the annual Festival of Nine Lessons and Carols service at All Hallows in London were able to take place again.

Post COVID-19 other areas of fundraising have increased as more activities have resumed with Community fundraising £149,000 (2021: £94,000) and Trusts and Foundations income at £630,000 (2021: £523,000). We also greatly assisted the global Mission family by providing trust expertise, the value of which does not appear in these accounts.

Our Communications Officer was promoted to Communications Manager and the new Communications Assistant is supporting her well. This will help us focus our communications into a more targeted approach using analytical skills building upon the past two years' successes. The communications agency Blue has played an important role in supporting us and ensuring that our responses to journalist and media opportunities are targeted and focused.

As we enter 2023, we are continuing to shape our communications activity, to ensure the most efficient delivery of this activity to the IHQ team and the wider global Mission in line with the Global Strategy.

The Mission is a contributor to the Fundraising Regulator who regulates fundraising in England and Wales with the aim of protecting donors to charities and ensuring that fundraising is respectful, open, honest and accountable to the public. In accordance with The Charities (Protection and Social Investment) Act 2016 we confirm that:

- The Mission carefully monitors all of its fundraising activities to ensure that they are compliant with the recognised standards of fundraising (as set out in the Code of Fundraising Practice) and that none were undertaken by a professional fund-raiser or commercial participator on behalf of the Mission
- The Mission is bound by and complies with the Fundraising Regulator's voluntary regulation scheme
- No complaints were received about our fundraising activities (2021: none)
- All fundraising activities are overseen by the Director of Development who ensures that the Mission's fundraising activities do not include:
 - Unreasonable intrusion on a person's privacy
 - Unreasonable persistent approaches for the purpose of soliciting a donation or
 - Placing undue pressure on a person to give money or other property.

Environment, Social, Governance

The Mission to Seafarers is treating the Environment, Social, Governance (ESG) agenda and its responsibilities with great seriousness. Trustees and senior management are keeping it at the forefront of our thinking and it has already been heavily discussed, including with external input. We seek alignment with best practice. The

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Social and Governance aspects are well advanced in terms of current policies and operations. Environmental policies and practice are the focus of current thinking and planning. An Environmental Action Group, with global representation, has been meeting since November 2021 and will be making recommendations. It will be our aim to ensure that appropriate policies and cultures are in place globally. We are conscious that our global carbon footprint has been much reduced through the pandemic period (2020 and 2021). Severe restrictions on travel, vehicle usage, staff commuting and centre usage have all been key factors. As we emerge into more “normal” times we are seeking appropriate measurements, benchmarks and policies. Environmental responsibility is seen as a core value and is contained within the new strategy. The Mission to Seafarers plans to roll out ESG reporting annually in stages from 2023 (for the 2022 year).

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CHARITY INFORMATION**

A charity registered in England and Wales, no.1123613

A company limited by Guarantee, registered in England and Wales no. 6220240

President

Her Royal Highness The Princess Royal

Vice Presidents

Esben Poulsson
Grahaeme Henderson

Trustees

Thomas Boardley - Chairman	[*GN]
Rosemary Alexander (to 7 July 2023)	[*A] [I]
The Ven Christopher Burke - Vice Chairman (to 30 January 2023)	[GN]
Gary Chapman (from 30 January 2023)	[*A]
Robert Ferris OBE	[A] [G]
Alexandra Harwood (from 27 April 2023)	[A] [I]
William MacLachlan	[GN] [R]
David Moorhouse CBE - Vice Chairman (to 30 January 2023)	[GN]
The Ven Michael Power (from 30 January 2023)	
Neale Rodrigues MM - Vice Chairman (to 30 January 2023)	[R] [GN]
Timothy Smith (from January 2022)	
Claire Sneddon	[G] [R]
Sam Swire	[*G]
The Very Revd Andrew Tremlett	[*R] [GN]
Peter Cottrell	[*I] [GN]
The Right Revd David Williams – Vice Chairman	[G] [GN]

Company Secretary

Jayne Rose (to 30 November 2022)
Dorothy Osarenren (from 30 January 2023)

Key Management Personnel

Secretary General

The Revd Canon Andrew Wright [G] [GN]

Chief Operating Officer

Tomilayo Toluhi [G]

Director of Programme

Ben Bailey

Director of Development

Jan Webber

Director of Finance

Eileen Reilly [I]

Committees

***Denotes the Chair of the relevant Committee**

G. Grants and Programmes Committee (Formerly Grants Committee)

GN. Governance and Nominations Committee

R. Remuneration Committee

Helen Averill (External)

I. Investment Committee

Jim Aiken (External)

Paul Jeffries (External)

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A. Audit and Risk Committee

Rachel Lawton (External)

Custodian Trustee

The Mission to Seafarers Trust Corporation Ltd acts as a custodian trustee on behalf of The Mission to Seafarers holding real estate property and investments.

Joint Corporate Trustee

The Mission to Seafarers is a joint corporate trustee of;

- Humber Seafarers' Service, Charity No. 1159953
- Felixstowe and Haven Ports Seafarers' Service, Charity No. 272077 (to 25 July 2023)
- Port of Bristol Seafarers Centre, Charity No. 286078 (to 25 July 2023)

Registered Office

First Floor, 6 Bath Place, Rivington Street, London EC2A 3JE

External Advisers

Auditors

Price Bailey LLP, 3rd Floor, 24 Old Bond St, Mayfair, London W1S 4AP

Bankers

HSBC Plc, 20 Eastcheap, London, United Kingdom, EC3M 1ED

Investment Advisers

CCLA, Senator House, 85 Queen Victoria Street, London, EC4V 4ET

Solicitors

Blake Morgan LLP, New Kings Court, Tollgate, Chandler's Ford, Eastleigh, United Kingdom, SO53 3LG

HFW, Friary Court, 65 Crutched Friars, London, EC3N 2AE

**THE MISSION TO SEAFARERS
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GOVERNANCE, STRUCTURE AND MANAGEMENT**

The Mission to Seafarers; the charity

The Mission is a charity, constituted as a company limited by guarantee and not having share capital. The Mission is governed by a Board of Trustees (the Board) which forms the Board of Directors. Members of the Board are both Trustees of the charity and directors of the company, as constituted by the Mission's *Articles of Association*. The current Articles of Association are dated 19 August 2022.

The charity's Trustees and management

The Board is drawn from prominent leaders with wide experience of seafaring life, including the shipping industry and from London's financial centre, the City of London. The Mission also invites leading members of the clergy to serve as Trustees. The procedure for the election and appointment of Trustees is set out in the *Articles of Association of The Mission to Seafarers*. Trustees and management regularly review the skills and experience of the current members of the Board to try to identify new candidates who might strengthen particular areas.

Following an External Governance Review in 2022, the normal period a trustee can serve was changed from two terms of four years each to three terms of three years each. In exceptional circumstances, this can be extended to four terms, with annual re-election during the last term. The maximum period a trustee can serve is twelve years. The Board requires a quorum of five Trustees and normally meets four times a year. It is the governing council of the organisation.

Newly appointed Trustees are given an induction which provides them with information on the work of the organisation and highlights their responsibilities as a trustee. Some Trustees may also undergo specific training courses as required for their roles. Trustees are also required to sign a *Code of Conduct* and complete a *Register of Interests* on appointment and annually thereafter.

The Board has five permanent sub-committees:

- Audit and Risk
- Grants and Programme
- Governance and Nominations
- Investment
- Remuneration

Each of the above committees is made up of Trustees and members of the executive staff. Where appropriate, the Board may co-opt independent and professional expertise from external sources, for the benefit of a committee's work.

The day to day management of the charity is delegated to the Secretary General who reports to the Board and leads the Senior Management Team. The Secretary General also directly manages the Regional Directors for Europe, East Asia, Middle East and South Asia (formerly South Asia & the Gulf) and Latin America.

The Mission to Seafarers' International Headquarters takes a leading role in designing and rolling out processes to improve unity, protect the "brand", deliver global projects and agree strategic objectives for the Mission to Seafarers' global family. In addition, it provides a support function for the regions by disseminating information, conducting research, providing fundraising, brand and marketing services, and managing publications and digital media, including websites.

The Secretary General – amongst other duties – provides the spiritual leadership for the Ministry teams which support seafarers in need around the world. The Mission is entirely funded by voluntary donations and relies on the deep generosity of loyal supporters.

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Delivery structure of direct Mission activities

- Regional network

The Mission to Seafarers' regional network is made up of nine regions:

- Europe
- East Asia
- USA
- Australia
- Africa
- Middle East and South Asia
- Latin America and the Caribbean
- Canada
- Oceania (New Zealand and South Pacific Islands)

As stated above the Regional Directors of four of these regions, Europe, East Asia, Middle East & South Asia and Latin America, are directly managed by the Secretary General and so are responsible to the Mission Trustees. The remaining five are made up of independent Mission charities with their own governing councils (except for the USA, where size does not justify one). They work closely with the Mission and co-operate on matters of welfare provision and communications. They are responsible for their own financial affairs and statements. These independent regions provide a dynamic and responsive welfare service for seafarers, working in partnership with the four Mission regions. In 2022 the Mission continued to provide grant-funding to all independent regions to support regional development.

Through the regional network, the Mission was able to give support and advice at around 150 ports through the independently run Mission to Seafarers' charities and organisations as part of the global Mission family. Part-time honorary chaplains appointed by the Mission also provided support for seafarers and were a point of contact for emergencies. The role of the honorary chaplain varies with the port and country in which the chaplain is located, but it is a key voluntary support system, which taps into local maritime knowledge and skills.

– Global network

The Mission to Seafarers welfare services to seafarers in the regions detailed above were provided through directly salaried, or grant-funded, port-based chaplaincy and/or ship visitor teams in the following areas, with 'memoranda of understanding' in place at all key locations:

Port/Area	Directly Employed By The Mission	Grant Funded And Directly Managed By The Mission	Grant Funded, Managed By Independent Organisations/Regions
Antwerp, Belgium			✓
Aqaba, Jordan		✓	
Bahrain Port		✓	
Baltimore, USA			✓
Bangkok, Thailand	✓		
Belfast, N Ireland	✓		
Buenos Aires, Argentina		✓	
Busan, South Korea		✓	
Cape Town, SA			✓
Costa Rica		✓	
Colombo, Sri Lanka		✓	
Dubai, United Arab Emirates	✓		
Felixstowe, UK	✓		
Hong Kong, China	✓		
Humber, UK	✓		
Israel			✓
Izmir, Turkey		✓	
JNPT, India		✓	
Liberia			✓
Limassol, Cyprus		✓	
Lyttelton, New Zealand			✓
Mombasa, Kenya			✓
Nelson, New Zealand			✓
Panama	✓		
Port Elizabeth			✓
Port Talbot & Milford Haven, UK	✓		

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Richards Bay, SA		✓
Rotterdam, The Netherlands	✓	
Rouen, France		✓
Said & Suez Ports, Egypt		✓
Scottish Ports, UK	✓	
Seattle, USA		✓
Southampton, UK	✓	
South Wales Ports, UK	✓	
Suape, Brazil		✓
Tilbury, UK		✓
Tuticorin, India		✓
Yangon, Myanmar		✓
Yokohama & Tokyo, Japan	✓	

- Branches

In addition to, and in conjunction with chaplaincy services, charitable activities were carried out by the Mission's 15 (2021: 14) branches, the majority of which provide centre-based facilities. They are directly controlled by the Mission through local employees and the excellent and committed work of local volunteer committees, governed by Branch Constitutions. The branches employ 10 (2021: 8) staff paid from IHQ and 16 (2021: 8) staff employed locally, excluding their six chaplains who are included in the table above. Their financial results are consolidated into the Financial Statements set out on pages 28 to 31 of this report and they operate in the following locations;

Aqaba, Jordan
 Belfast, UK
 Dubai, United Arab Emirates, UK
 Falmouth, UK
 Fowey, UK
 Humber Ports, UK
 Newport, UK
 Panama, Latin America
 Manila, Philippines
 Port Talbot, UK
 South Shields, UK
 South Wales ports, (Welsh Council), UK
 Tees (North), UK
 Tees (South), UK
 Bangkok, Thailand

- The Mission group

The Mission to Seafarers' group includes the following companies, which are classified as subsidiaries. Their financial results are consolidated into these accounts and they are wholly controlled by the Mission;

- The Dunkirk War Memorial Trust Ltd.
- The Flying Angel Belfast Ltd.
- The Mission to Seafarers Scotland Ltd.
- The Mission to Seafarers Trust Corporation Ltd.

The subsidiaries employ no staff (2021: 4 staff were employed until November 2021 when the operations in Dunkirk ceased). Please see Note 2 for further information about the above subsidiaries and their 2022 results.

- Ecumenical

Many of the global family of charities, seafarers' centres and organisations work in partnership through local ecumenical networks, and in some cases co-owned property, via their membership of ICMA. In the UK, the Mission participated in Ecumenical centres where it was a joint trustee and directly involved in their management until 30 June 2022 when those centres were transferred to a new maritime charity. Further information is provided in note 23.

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Remuneration

We recognise that we are accountable to our donors, supporters and beneficiaries and we are committed to ensuring maximum value in the use of resources. We also take our duty to provide a high quality and effective service very seriously. It is dependent upon our ability to attract and retain suitably qualified employees with the right knowledge, skills and experience.

The Remuneration Committee, which consists of three Trustees and one external member, has delegated responsibility from the Board to provide governance oversight on the principles and policies for setting pay and benefits within the charity. The Committee conducts an annual salary review based on forecast charity pay awards which are linked to the Retail Price Index (RPI) and the Consumer Prices Index (CPI). Any inflationary awards or salary adjustments are subject to affordability.

Job descriptions are evaluated based on The Mission to Seafarers' Job Factor Framework, which consists of seven agreed organisation-wide criteria, to establish the grade of the role based on the job size, complexity and level of responsibility. The salaries of chaplaincy staff employed from IHQ are set with reference to the Church of England National Stipend Benchmark and chaplaincy roles in other sectors.

Lay staff salaries within the UK are benchmarked against the Croner Charity Rewards annual survey. Locally employed chaplains and lay staff are paid a fair wage based on local levels. The Remuneration Committee has adopted a policy of paying median salaries compared to charities of a similar size and nature, to ensure competitiveness. The Committee approved a policy of paying all staff above the Real Living Wage which was implemented from 2015. The Committee is also responsible for setting the salary of the Secretary General. Accordingly, the Trustees consider that the remuneration policy of the charity is fair and transparent.

Public Benefit

The activities, achievements and plans relating to the Mission's work are detailed in pages 2 to 16 of this report and the Trustees confirm that they are carried out, in line with its charitable object and objectives, for the benefit of the public. They further confirm that the impact of our work on service users is a key criterion when deciding what activities to undertake and how best to achieve our mission. The Mission to Seafarers' Trustees therefore confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission in determining the activities undertaken by the charity.

**THE MISSION TO SEAFARERS
TRUSTEES' ANNUAL REPORT AND ACCOUNTS 2022
STATEMENT OF TRUSTEES' RESPONSIBILITIES**

The Trustees (who are also directors of The Mission to Seafarers for the purposes of company law) are responsible for preparing the Trustees' Annual Report including the Strategic 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. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors must not approve the financial statements unless they are satisfied that they 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 that period. In preparing these 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 FRS102 (2019);
- make judgements and accounting 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 adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the group and 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.

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.

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.

Approved and authorised for issue by the Board on 2023 and signed on its behalf by:



Thomas Boardley
Chairman of the Board

21st September 2023



Gary Chapman
Chairman Audit and Risk Committee

21 September 2023

**THE MISSION TO SEAFARERS
TRUSTEES' ANNUAL REPORT AND ACCOUNTS 2022**

**INDEPENDENT AUDITOR'S REPORT TO
THE MEMBERS OF THE MISSION TO SEAFARERS**

Opinion

We have audited the financial statements of The Mission to Seafarers (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 December 2022 which comprise of the Group Statement of Financial Activities, the Group and Parent Charitable Company Balance Sheet, the Group Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 December 2022, and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the group financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group and parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Trustees annual report, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the group financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

**THE MISSION TO SEAFARERS
TRUSTEES' ANNUAL REPORT AND ACCOUNTS 2022**

**INDEPENDENT AUDITOR'S REPORT TO
THE MEMBERS OF THE MISSION TO SEAFARERS**

- the information given in the Trustees' report (incorporating the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report has been prepared in accordance with applicable legal requirements

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report and the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and sufficient accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the parent charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the group and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the group or parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor responsibilities for the audit of the financial statements

We have been appointed auditor under the Companies Act 2006 and report in accordance with those Acts

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We gained an understanding of the legal and regulatory framework applicable to the Charitable Group and the sector in which it operates and considered the risk of the Charitable Group not complying with the applicable laws and regulations including fraud in particular those that could have a material impact on the financial statements. This included those regulations directly related to the financial statements, including financial reporting, and tax legislation. In relation to the operations of the Charitable Group this included compliance with the Charities Act and SORP 2019, GDPR, employment law, safeguarding and health & safety.

The risks were discussed with the audit team and we remained alert to any indications of non-compliance throughout the audit. We carried out specific procedures to address the risks identified. These included the following:

Reviewing minutes of Board meetings, reviewing any correspondence with the Charity Commission, agreeing the financial statement disclosures to underlying supporting documentation, enquiries of management and

**THE MISSION TO SEAFARERS
TRUSTEES' ANNUAL REPORT AND ACCOUNTS 2022**

**INDEPENDENT AUDITOR'S REPORT TO
THE MEMBERS OF THE MISSION TO SEAFARERS**

officers of the Charitable Group and a review of the risk management processes and procedures in place. We have also reviewed the procedures in place for the reporting of any incidents to the Trustee Board including serious incident reporting of these matters as necessary with the Charity Commission.

Management override: To address the risk of management override of controls, we carried out testing of journal entries and other adjustments for appropriateness. We reviewed systems and procedures to identify potential areas of management override risk.

We also assessed management bias in relation to the accounting policies adopted and in determining significant accounting estimates, including treatment of legacies and grant income, and the valuation of investments.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: <https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for>. This description forms part of our auditor's report..

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the parent charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the parent charitable company's Trustees, as a body, in accordance with the act. Our audit work has been undertaken so that we might state to the parent charitable company's members and its Trustees those matters we are required to state to them in an auditor's 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 parent charitable company and the parent charitable company's members as a body and the parent charitable company's Trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Helena Wilkinson BSc FCA DChA (Senior Statutory Auditor)

For and on behalf of

Price Bailey LLP
Chartered Accountants
Statutory Auditors

3rd Floor,
24 Old Bond St,
Mayfair,
London
W1S 4AP

Date: 22 September 2023

**THE MISSION TO SEAFARERS
TRUSTEES' ANNUAL REPORT AND ACCOUNTS 2022
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
INCORPORATING A CONSOLIDATED INCOME AND EXPENDITURE ACCOUNT
AT 31 DECEMBER 2022**

	Notes	Unrestricted Funds £'000	Restricted Funds £'000	Total 2022 £'000	Unrestricted Funds £'000	Restricted Funds £'000	Total 2021 £'000
Income:							
Donations and legacies	3	3,034	543	3,577	6,663	585	7,248
Charitable activities (Provision of services to seafarers)	4	204	-	204	327	-	327
Other trading activities (Commercial Trading)	5	260	-	260	239	-	239
Investments	6	871	-	871	712	-	712
Other	7	33	-	33	81	-	81
Total income		4,402	543	4,945	8,022	585	8,607
Expenditure:							
Raising Funds (commercial trading and Fund raising activities)		917	-	917	802	-	802
Charitable activities (Provision of services to seafarers)		4,183	597	4,780	3,493	762	4,255
Total Expenditure	8	5,100	597	5,697	4,295	762	5,057
Net (expenditure)/income from operational activities for the year		(698)	(54)	(752)	3,727	(177)	3,550
Net (losses)/gains on investments		(3,509)	-	(3,509)	3,383	-	3,383
Net (expenditure)/income for the year		(4,207)	(54)	(4,261)	7,110	(177)	6,933
Transfers between funds	20	35	(35)	-	35	(35)	-
Other recognised (losses)							
Foreign Exchange gains/(losses)		95	-	95	(36)	-	(36)
Net Movement in Funds		(4,077)	(89)	(4,166)	7,109	(212)	6,897
Reconciliation of Funds							
Total funds brought forward		42,934	922	43,856	35,825	1,134	36,959
Total Funds Carried Forward	21	38,857	833	39,690	42,934	922	43,856

All activities are continuing except for the Dunkirk War Memorial Trust which ceased operations in France on 30 November 2021 (see Note 2.1). Notes 1 to 29 form part of these Financial Statements.

THE MISSION TO SEAFARERS
TRUSTEES' ANNUAL REPORT AND ACCOUNTS 2022
CONSOLIDATED BALANCE SHEET AT 31 DECEMBER 2022
 Company Number 6220240

Notes		Unrestricted Funds £'000	Restricted Funds £'000	Total 2022 £'000	Total 2021 £'000
Intangible Fixed Assets	16	23	86	109	94
Fixed Assets					
Tangible assets	16	4,027	428	4,455	4,311
Investments	17	26,541	-	26,541	29,849
Total fixed assets		<u>30,591</u>	<u>514</u>	<u>31,105</u>	<u>34,254</u>
Current Assets					
Stocks		18	-	18	14
Debtors	18	908	-	908	830
Investments – short term deposits		7,477	-	7,477	7,199
Cash at bank and in hand		944	319	1,263	1,936
Total current assets		<u>9,347</u>	<u>319</u>	<u>9,666</u>	<u>9,979</u>
Liabilities					
Creditors falling due within one year	19	1,081	-	1,081	361
Net current assets		<u>8,266</u>	<u>319</u>	<u>8,585</u>	<u>9,618</u>
Net assets excluding pension liability		<u>38,857</u>	<u>833</u>	<u>39,690</u>	<u>43,872</u>
Multi-employer defined benefit deficit funding provision	15	-	-	-	16
Total net assets		<u><u>38,857</u></u>	<u><u>833</u></u>	<u><u>39,690</u></u>	<u><u>43,856</u></u>
Charity Funds					
Unrestricted general	21	23,086	-	23,086	26,339
Unrestricted designated	21	15,771	-	15,771	16,595
Restricted income funds	20	-	833	833	922
Total Charity Funds		<u>38,857</u>	<u>833</u>	<u>39,690</u>	<u>43,856</u>

Approved and authorised for issue by the Board on

2023. Signed on its behalf by:


 Thomas Boardley
 Chairman of the Board

21 Sept 2023


 Gary Chapman
 Chairman Audit and Risk Committee

21 September 2023

Notes 1 to 29 form part of these Financial Statements.

THE MISSION TO SEAFARERS
TRUSTEES' ANNUAL REPORT AND ACCOUNTS 2022
COMPANY BALANCE SHEET AT 31 DECEMBER 2022
 Company Number 6220240

Notes		Unrestricted Funds £'000	Restricted Funds £'000	Total 2022 £'000	Total 2021 £'000
Intangible Fixed Assets	16	23	86	109	94
Fixed Assets					
Tangible assets	16	4,027	428	4,455	4,311
Investments	17	26,441	-	26,441	29,735
Total fixed assets		<u>30,491</u>	<u>514</u>	<u>31,005</u>	<u>34,140</u>
Current Assets					
Stocks		17	-	17	13
Debtors	18	1,109	-	1,109	1,198
Investments – short term deposits		7,477	-	7,477	7,199
Cash at bank and in hand		706	319	1,025	1,509
Total current assets		<u>9,309</u>	<u>319</u>	<u>9,628</u>	<u>9,919</u>
Liabilities					
Creditors falling due within one year	19	1,083	-	1,083	330
Net current assets		<u>8,226</u>	<u>319</u>	<u>8,545</u>	<u>9,589</u>
Net assets excluding pension liability		38,717	833	39,550	43,729
Multi-employer defined benefit deficit funding provision		-	-	-	16
Total net assets		<u><u>38,717</u></u>	<u><u>833</u></u>	<u><u>39,550</u></u>	<u><u>43,713</u></u>
Charity Funds					
Unrestricted general		23,086	-	23,086	26,339
Unrestricted designated		15,631	-	15,631	16,452
Restricted income funds	20	-	833	833	922
Total Charity Funds		<u>38,717</u>	<u>833</u>	<u>39,550</u>	<u>43,713</u>

Approved and authorised for issue by the Board on

2023. Signed on its behalf by:



Thomas Boardley
Chairman of the Board

21st Sept 2023



Gary Chapman
Chairman Audit and Risk Committee

21 September 2023

Notes 1 to 29 form part of these Financial Statements.

**THE MISSION TO SEAFARERS
TRUSTEES' ANNUAL REPORT AND ACCOUNTS 2022
CONSOLIDATED STATEMENT OF CASH FLOWS AT
31 DECEMBER 2022
Company Number 6220240**

	Notes	2022 £'000	2021 £'000
Cash flows from operating activities:			
Net cash (used in)/provided by operating activities	25	(933)	2,580
Cash flows from investing activities:			
Dividends and interest from investments		871	712
Proceeds from the sale of assets		25	477
Purchase of assets		(250)	(133)
Purchase of investments		(215)	(3,257)
Proceeds from sale of investments		12	-
Net cash provided by/(used in) investing activities		443	(2,201)
Change in cash and cash equivalents in the reporting period		(490)	379
Cash and cash equivalents at the beginning of the reporting period		9,135	8,792
Change in cash and cash equivalents due to exchange rate movements		95	(36)
Cash and cash equivalents at the end of the reporting period		8,740	9,135

Notes 1 to 29 form part of these Financial Statements.

**THE MISSION TO SEAFARERS
TRUSTEES' ANNUAL REPORT AND ACCOUNTS 2022
NOTES TO FINANCIAL STATEMENTS FOR
YEAR ENDED 31 DECEMBER 2022**

1. ACCOUNTING POLICIES

The Mission to Seafarers (the Mission) a company limited by guarantee (No. 6220240) and a charity (No. 1123613) both registered in England and Wales. The registered address is First Floor, 6 Bath Place, Rivington Street, London EC2A 3JE.

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the Financial Statements are shown below and the presentational currency of the financial statements is Sterling.

1.1 Basis of preparation

The Financial Statements have been prepared in accordance with Accounting and Reporting by Charities: *Statement of Recommended Practice* applicable to charities preparing their accounts in accordance with the *Financial Reporting Standard* applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019) - (SORP (FRS102)) and the *Companies Act 2006*.

The Mission to Seafarers meets the definition of a public benefit entity under FRS102. The Financial Statements have been prepared in sterling and rounded to the nearest thousand pounds under the historical cost convention (modified to present investments at market value) and in accordance with applicable UK accounting standards.

1.2 Going concern

At the balance sheet date the Trustees consider that there are no material uncertainties about the Mission's ability to continue as a going concern. The most significant areas of adjustment and key assumptions that affect items in the accounts are to do with estimating legacy income. With regard to 2023, the most significant areas of uncertainty for the Mission are the level of donation income which needs to be raised each and every year, especially as the impact of COVID-19 is ongoing and the level of the fine to be imposed following the sentencing hearing scheduled for 24 November 2023 (see Note 29 Provision). However, the Trustees feel that the level of reserves provides resilience and that, together with the current amount of cash in hand plus plans to closely monitor and review budgets, there are no material uncertainties that the Mission can continue as a going concern.

1.3 Group Financial Statements

The Financial Statements consolidate the results of the charity and its wholly owned subsidiaries detailed in note 2 on a line-by-line basis and by eliminating intra-group transactions. No separate Statement of Financial Activities has been presented for the Company alone, as permitted by section 408 of the *Companies Act 2006*. A summary company 'Statement of Financial Activities' (SoFA) can be found at note 28. The Company's Balance Sheet on page 29 includes the assets and liabilities of the branches detailed on page 21.

1.4 Fund accounting

Unrestricted funds are available to spend on activities that further any of the charitable objectives of the Mission.

Designated funds are unrestricted funds which the Trustees have decided at their discretion to set aside to use for specific purposes. The aim and purpose of each designated fund is set out in note 21.

Restricted Funds represent capital grants received together with donations for specific purposes. Restricted funds may only be used to fulfil the donor's restriction which must also further the charitable activities of the Mission. Details of restricted funds are set out in note 20. Transfers to unrestricted funds represent the release for the year of these grants or donations. For capital grants, a transfer is made to unrestricted funds over the estimated useful lives of the assets to which they relate, matching depreciation charged to the unrestricted funds.

**THE MISSION TO SEAFARERS
TRUSTEES' ANNUAL REPORT AND ACCOUNTS 2022
NOTES TO FINANCIAL STATEMENTS FOR
YEAR ENDED 31 DECEMBER 2022**

1.5 Income

The value of all income is recorded in the Statement of Financial Activities (SoFA) as soon as the Mission is legally entitled to the income, it is probable that the income will be received and the amount can be quantified with reasonable accuracy. Where income has related expenditure, the income and expenditure are reported gross in the SoFA.

Donations, grants and gifts are recognised when receivable. In the event that a donation is subject to fulfilling performance conditions before the Mission is entitled to the funds, the income is deferred and not recognised until it is probable that those conditions will be fulfilled in the reporting period. Income from Gift Aid tax reclaims is recognised for any donations with relevant Gift Aid certificates recognised in income for the year. Any amounts of Gift Aid not received by the year end are accounted for in income and accrued in debtors.

Legacies are recognised at the earlier of actual receipt or on receipt of Estate accounts which confirm the Mission's entitlement to receive the gifts, the probability of receipt and provide an accurate measure of the legacy. If the legacy is in the form of an asset other than cash or an asset listed on a recognised stock exchange, recognition is subject to the value of the asset being able to be reliably measured and title to the asset has passed to the Mission.

The Mission maintains a legacy pipeline system which, in addition to accrued legacies, includes further estimated legacies of which the Mission is aware but which do not meet the above criteria and are therefore not included within these accounts. The estimated value of those legacies in the pipeline is £1,000 (2021: £23,000).

Event income received in advance for a future fundraising event or a grant received relating to the following year are deferred until the criteria for income recognition are met.

Interest on deposit funds and dividends on investments are recognised when the amounts can be measured reliably which is normally upon notification of the amount paid or payable by the bank or when the dividend yield has been notified by our investment advisors.

Sponsorship from events, fundraising and events registration fees are recognised in income when the event takes place.

Trading income, including primary purpose sales to seafarers, is recognised at the point of sale.

1.6 Expenditure and irrecoverable VAT

Expenditure is accounted for on an accruals basis and is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Operating lease costs are charged on a straight line basis over the lease term.

Irrecoverable VAT is charged to support costs which are then reallocated to the headings on the SoFA. See note 8 for a further analysis of expenditure.

Charitable expenditure comprises expenditure directly relating to the objects of The Mission to Seafarers. It includes:

- Employment and associated costs of chaplains including recruitment and training
- Advice to the Mission family and linked organisations worldwide
- Services to seafarers such as providing transport, communication facilities and access to centres or specific projects to address the needs of seafarers.
- The costs of educational material and information for seafarers together with the newspaper for seafarers, *the Sea*.

Support costs such as irrecoverable VAT, depreciation and governance costs (including secretarial and administrative support from the Mission's International Headquarters) are allocated to Charitable Activities and Costs of Raising Funds on the basis of head count at International Headquarters. (See note 9)

Governance costs comprise amounts related to constitutional and statutory requirements and include Staff costs, audit fees, professional fees and Trustees' expenses.

**THE MISSION TO SEAFARERS
TRUSTEES' ANNUAL REPORT AND ACCOUNTS 2022
NOTES TO FINANCIAL STATEMENTS FOR
YEAR ENDED 31 DECEMBER 2022**

1.7 Donated services

Donated services or facilities are recognised when the Mission has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the item is probable and that economic benefit can be measured reliably.

1.8 Volunteers

Volunteers make a valuable contribution to the charitable activities of the charity. With approximately 200 volunteers working in centres, transporting seafarers and ship visiting, they complement and enhance the work of our chaplains and staff in serving seafarers. No financial value is included in these accounts as it is impossible to measure but their priceless contribution to the Mission is further referred to throughout in the *Trustees' Annual Report and Accounts* and specifically in 'Our Mission' on page 2.

1.9 Fixed assets

Intangible fixed assets are non-monetary assets which will be amortised on a straight-line basis over the useful life of the asset.

- Licence: deemed to have an indefinite life and disposed of in 2021
- Happy at Sea seafarers' app: amortised over three years.

Intangible and Tangible fixed assets are stated in the Balance Sheet at historical cost less amortisation/depreciation. Assets with a cost of less than £1,000 are written off in the year of purchase.

Depreciation is provided on a straight line basis over the anticipated useful life of fixed assets as follows:

- Motor vehicles: four to six years
- Fixtures and equipment: between five and ten years
- Short leasehold buildings: over the term of the lease
- Computer equipment: three years
- Freehold land and properties: Where the Trustees consider that the expected useful life of freehold land and buildings is in excess of 50 years and the carrying value in the Financial Statements is not more than the estimated recoverable amount, no depreciation is charged.

The Trustees have carried out and will continue to carry out annual reviews of impairment for land and property. An asset will be considered impaired if the deemed value in use or the net realisable value is lower than the carrying value. Its carrying value will be written down to the deemed impaired value. For impaired assets, evidence of increased value up to a maximum of the historic cost will be recognised in the accounts.

1.10 Revaluation of tangible fixed assets

The Mission has not adopted the revaluation model for freehold property and those assets are recognised at the lower of their historical cost or impaired value.

1.11 Investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value at the balance sheet date using the bid-market rate, as reported by the investment managers. The Trustees confirm that the difference in the value of investments between their valuation policy and the closing market valuation required by SORP (FRS102) is immaterial. Net gains and losses on revaluation and disposals throughout the year are shown in the SoFA.

The Mission does not acquire put options, derivatives or other complex instruments.

All gains and losses are taken to the SoFA as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and their opening carrying value or their purchase value if acquired subsequent to the 1 January. Unrealised gains and losses are calculated as the difference between the fair value at the year end and their carrying value. Realised and unrealised investment gains and losses are combined in the SoFA.

The main form of financial risk faced by the Mission is that of volatility in equity markets and investment markets due to wider economic conditions, the attitude of investors to investment risk and changes in sentiment concerning equities and within particular sectors or sub sectors.

**THE MISSION TO SEAFARERS
TRUSTEES' ANNUAL REPORT AND ACCOUNTS 2022
NOTES TO FINANCIAL STATEMENTS FOR
YEAR ENDED 31 DECEMBER 2022**

1.12 Stocks

Stocks are valued at the lower of cost and net realisable value.

1.13 Debtors

Debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Accrued income and tax recoverable is included at the best estimate of the amounts receivable at the balance sheet date.

1.14 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.15 Creditors

Creditors are recognised where the Mission has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

1.16 Concessionary loan

The Mission has taken advantage of section 34 of FRS (102) to recognise the loans to its trading subsidiaries as concessionary loans as the subsidiaries and the Mission form a public benefit entity group. The loans are recognised and measured at the amount paid. The carrying amount will be adjusted to reflect any repayments or any accrued interest and adjusted if necessary for any impairment. Note 18 details all concessionary loans.

1.17 Financial instruments

The Mission only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value. Fixed assets are recorded at depreciated historical cost and investments are recorded at fair value, being the closing bid price. All other assets and liabilities are recorded at cost which is their fair value. Investments are also recorded at fair value and note 17 details all unrealised gains and losses.

1.18 Pension costs

All employees are entitled to join a pension scheme. The Mission to Seafarers makes contributions to defined benefit and defined contribution 'money purchase' schemes. The defined benefit schemes are two Church of England multi-employer pension schemes and, other than the deficit funding, the pension schemes are accounted for as defined contribution schemes in accordance with FRS102. They are now only open to ordained chaplains. Although it is not possible to separately identify the assets and liabilities of the schemes attributable to the Mission a recovery plan with agreed deficit recovery payments has been put in place. Details of the Mission's liability for both schemes of £Nil (2021: £16,000) are given in note 15.

The money purchase plan is managed by Royal London (formerly Scottish Life) and the plan invests the contributions made by the employee and employer in an investment fund to build up over the term of the plan. The fund is then converted into a pension upon the employee's chosen retirement age. The Mission has no liability beyond making its contributions and the deductions for the employee's contributions.

Following the implementation of The Occupational and Personal Pension Schemes (Automatic Enrolment) Regulations 2010, The Mission commenced auto-enrolment from 1 March 2015, deferred to 1 June 2015 using NOW. However, following the April 2019 increase of the employee's minimum contribution to 5%, this scheme was closed and staff were eligible to join the Royal London scheme.

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1.19 Foreign currency translation

With the exception of investments, transactions in foreign currencies are recorded at the rate ruling at the date of the transaction. Foreign currency investment transactions are recorded at an average rate. For overseas branches and subsidiaries, income and expenditure is recorded at an average rate for the year. Monetary assets and liabilities are shown in the balance sheet at the sterling rate ruling at the balance sheet date.

Exchange gains and losses are recognised in the Statement of Financial Activities.

1.20 Taxation

The Mission to Seafarers is considered to pass the tests set out in Paragraph 1 Schedule 6 of the *Finance Act 2010* and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Mission is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the *Corporation Tax Act 2010* or Section 256 of the *Taxation of Chargeable Gains Act 1992*, to the extent that such income or gains are applied exclusively to charitable purposes.

1.21 Judgements and key sources of estimation uncertainty

No judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies.

The Trustees make estimates and assumptions concerning the future based on their knowledge of the Mission and the environment in which it operates. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual outcome.

2. SUBSIDIARY AND CONNECTED UNDERTAKINGS

See note 17.2 for Investments in subsidiaries.

2.1 The Dunkirk War Memorial Trust Ltd Company No. 185130, Charity No. 236806

The Dunkirk War Memorial Trust Limited (DWMT) was set up in 1922 as a charity to provide premises and facilities for the use of seafarers within the port of Dunkirk, France. DWMT is effectively controlled by virtue of the directors being former Trustees or are senior employees of The Mission to Seafarers. On 30 November 2021 operations in Dunkirk were closed as they were no longer economically viable.

	2022	2021
	£'000	£'000
Donations	-	51
Other trading	-	-
Investment Income	4	3
Charitable activities	-	102
Other income	7	69
Total Income	11	225
Raising funds	-	(3)
Charitable activities	(10)	(246)
Total Expenditure	(10)	(249)
Net income/(expenditure)	1	(24)
Net gain/(loss) on investments	(13)	14
Foreign exchange gain/(loss)	2	(16)
Net Loss Retained in Subsidiary	(10)	(26)

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2.2 Flying Angel Marketing Enterprises Ltd (FAME) Company No. 00933115

The Mission to Seafarers owns the whole of the issued share capital of FAME. One trustee and a current director of the Mission sit on the board of FAME but receive no remuneration for doing so. FAME is a retailer and distributor of Christmas cards and novelties and is party to any commercial agreement that is not considered a charitable activity of The Mission to Seafarers. Any taxable profit from trading is gifted to The Mission to Seafarers.

	2022	<i>2021</i>
	£'000	<i>£'000</i>
Turnover	2	2
Cost of Sales	-	-
Gross Profit	2	2
Administration	(2)	(2)
Donation to The Mission to Seafarers	-	-
Net Gain Retained in Subsidiary	-	-

2.3 The Flying Angel Belfast Ltd Company No. NI605252

The Flying Angel Belfast Ltd was set up to operate catering services in The Mission to Seafarers' Belfast premises. All the shares in this company are owned by The Mission to Seafarers. Any taxable profit is gifted to The Mission to Seafarers.

	2022	<i>2021</i>
	£'000	<i>£'000</i>
Turnover	9	4
Cost of sales	(3)	(3)
Gross Profit	6	1
Administration	(6)	(1)
Donation to The Mission to Seafarers	-	-
Net Gain Retained in Subsidiary	-	-

2.4 The Mission to Seafarers Scotland Ltd Company No. SC389483, Charity No. SCO41938

The Mission to Seafarers Scotland Ltd was set up as a company limited by guarantee and a registered charity in Scotland to raise funds and deliver services to seafarers and their families in Scotland. The Mission to Seafarers is the sole member

	2022	<i>2021</i>
	£'000	<i>£'000</i>
Donations	90	134
Charitable activities	16	24
Other trading	3	-
Total Income	109	158
Raising Funds	(3)	(1)
Charitable activities	(99)	(153)
Total Expenditure	(102)	(154)
Net Gain Retained in Subsidiary	7	4

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2.5 The Mission to Seafarers Trust Corporation Ltd (MTSTC) Company No. 38498

MTSTC holds real property and investments as custodian trustee on behalf of The Mission to Seafarers. It has no transactions on its own account. All the shares are owned by the Mission.

3. DONATIONS AND LEGACY INCOME

	Unrestricted Funds £'000	Restricted Funds £'000	2022 £'000 Total	<i>Unrestricted Funds £'000</i>	<i>Restricted Funds £'000</i>	<i>2021 £'000 Total</i>
General donations	1,560	120	1,680	1,462	8	1,470
Legacies	1,067	-	1,067	4,728	-	4,728
General grants	337	423	760	382	577	959
Vote 4 (<i>Pension note 15</i>)	70	-	70	91	-	91
Total	3,034	543	3,577	6,663	585	7,248

4. CHARITABLE ACTIVITIES INCOME

	2022 £'000	<i>2021 £'000</i>
Provision of services to seafarers	204	327
Total	204	327

There was no restricted charitable activity income in 2022 or 2021.

5. TRADING ACTIVITIES INCOME

	2022 £'000	<i>2021 £'000</i>
Trading activities	107	105
Fundraising events	102	84
Property rental	51	50
Total	260	239

There was no restricted trading activity income in 2022 or 2021.

Rental Income represents monies received from properties held as fixed assets that are not fully occupied for The Mission to Seafarers' own activities and are let out in furtherance of our charitable activities or because they are temporarily surplus to operational requirements.

6. INVESTMENT INCOME

	2022 £'000	<i>2021 £'000</i>
Listed investments:		
Dividends – equities	796	709
Bank deposit interest	75	3
Total	871	712

There was no restricted investment income in 2022 or 2021. Income from unlisted investments is shown gross, including tax reclaimable.

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7. OTHER INCOME

	2022 £'000	2021 £'000
Surplus on disposal of properties	18	63
Surplus on disposal of other assets	7	17
Other	8	1
Total	33	81

There was no restricted other income in 2022 or 2021.

8. ANALYSIS OF EXPENDITURE

	Direct Costs £'000	Support £'000	Total 2022 £'000	Direct Costs £'000	Support £'000	Total 2021 £'000
Raising Funds:						
Appeals and events	556	262	818	494	217	711
Commercial trading; sale of Christmas cards and catering	7	2	9	6	1	7
Promotional materials and media	62	28	90	59	25	84
Total Raising Funds	625	292	917	559	243	802
Charitable activities:						
Port based welfare services						
Ship visiting and ministry to seafarers	1,219	228	1,447	1,181	205	1,386
Transport for seafarers and ship visiting	112	19	131	182	27	209
Branch and centre operations	1,061	192	1,253	760	119	879
Grants to support ministry around the world (see note 10)	781	149	930	972	175	1,147
<i>the Sea</i> publication for seafarers	11	2	13	13	2	15
Advocacy, welfare and emergency response	478	82	560	289	39	328
Digital welfare and support	107	20	127	133	25	158
Programmes for the wellbeing of seafarers and their families	277	42	319	112	21	133
Total Charitable Activities	4,046	734	4,780	3,642	613	4,255
TOTAL EXPENDITURE	4,671	1,026	5,697	4,201	856	5,057

Analysis by department 2022:

	Advocacy/ Ministry £'000	Comms £'000	Regions £'000	Fund Raising £'000	Support £'000	Total 2022 £'000
Staff Costs (note 11)	410	61	1,148	391	565	2,575
All other costs	306	131	1,990	234	461	3,122
Total expenditure	716	192	3,138	625	1,026	5,697

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Analysis by department 2021:

	<i>Advocacy/ Ministry £'000</i>	<i>Comms £'000</i>	<i>Regions £'000</i>	<i>Fund Raising £'000</i>	<i>Support £'000</i>	<i>Total 2021 £'000</i>
<i>Staff Costs (note 11)</i>	354	52	1,128	325	427	2,286
<i>All other costs</i>	396	131	1,636	179	429	2,771
<i>Total expenditure</i>	<u>750</u>	<u>183</u>	<u>2,764</u>	<u>504</u>	<u>856</u>	<u>5,057</u>

9. ANALYSIS OF SUPPORT COSTS

Support costs not directly attributable to the headings on the Statement of Financial Activities are reallocated on the basis of headcount at the Mission's International Headquarters as follows;

2022	Basis of apportionment	Management & admin £'000	Finance £'000	HR £'000	IT £'000	Property £'000	Governance £'000	2022 Total £'000
Cost of Charitable activities	Headcount at IHQ	357	145	91	54	28	59	734
Raising funds	Headcount at IHQ	142	59	38	22	11	20	292
Support costs total		<u>499</u>	<u>204</u>	<u>129</u>	<u>76</u>	<u>39</u>	<u>79</u>	<u>1026</u>

<i>2021</i>	<i>Basis of apportionment</i>	<i>Management & admin £'000</i>	<i>Finance £'000</i>	<i>HR £'000</i>	<i>IT £'000</i>	<i>Property £'000</i>	<i>Governance £'000</i>	<i>2021 Total £'000</i>
<i>Cost of Charitable activities</i>	<i>Headcount at IHQ</i>	278	178	46	37	52	22	613
<i>Raising funds</i>	<i>Headcount at IHQ</i>	117	58	20	16	22	10	243
<i>Support costs total</i>		<u>395</u>	<u>236</u>	<u>66</u>	<u>53</u>	<u>74</u>	<u>32</u>	<u>856</u>

Audit fees included in governance costs for the group amount to £36,600 (2021: £24,600) and there were no other fees in respect of non-audit services (2021: none).

Depreciation costs total £93,000 (2021: £44,000). Operating lease payments total £16,600 (buildings £15,700 and other £900), (2021: none).

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10. MINISTRY AND PROJECT GRANTS

Grant recipient	Port/Country	2022 £'000	2021 £'000
The Mission to Seafarers Central Resource Committee, SA	Africa region	86	92
Diocese of Argentina	Buenos Aires, Argentina	51	31
The Australian Council of The Mission to Seafarers	Australia	87	70
The Mission to Seafarers Geraldton	Geraldton, Australia	-	11
The Mission to Seafarers Portland	Portland, Australia	-	5
The Mission to Seafarers Townsville	Townsville, Australia	15	17
St Christopher's Cathedral., Bahrain	Bahrain	22	22
Igreja Episcopal Anglicana do Brasi	Acu, Brazil	1	-
The Anglican Diocese of Recife	Suape, Brazil	18	20
The Mission to Seafarers Canada	Canada region	20	20
The Episcopal Church of Costa Rica	Costa Rica	2	2
The Diocese of Cyrus and The Gulf	Limassol, Cyprus	5	37
Province of Alexandria for the Anglican Church	Ports Said & Suez, Egypt	6	6
Church Mission Society & Episcopal Diocese of Jerusalem	Ashdod and Haifa, Israel	-	7
Lighthouse Seamen's Mission	Falklands	-	3
Assn Rouennaise Amis Des Marins	Rouen, France	6	6
Bombay Diocesan Council	JNPT, India	-	22
Tuticorin Nazareth Diocesan Trust	Tuticorin, India	41	73
The Mission to Seafarers Kobe	Yokohama, Japan	22	45
The Mission to Seafarers Kobe	Tokyo, Japan	10	45
The Mission to Seafarers Mombasa	Mombasa, Kenya	21	15
The Mission to Seafarers Central Resource Committee, SA	Liberia	-	2
The Mission to Seafarers Yangon	Yangon, Myanmar	5	18
The Mission to Seafarers Walvis Bay	Walvis Bay, Namibia	-	44
Stichting Zeemanshuis Flying Angel Rotterdam	Schiedam, Netherlands	11	15
The Mission to Seafarers Lagos	Nigeria	9	-
The Mission to Seafarers Oceania Council	Lyttelton, NZ	20	27
The Mission to Seafarers Oceania Council	Napier, NZ	-	34
The Mission to Seafarers Oceania Council	Nelson, NZ	10	10
The Mission to Seafarers Oceania Council	Oceania region & Wellington, NZ	39	39
Homer Foundation Inc	Philippines	41	37
The Mission to Seafarers Oceania Council	Solomon Islands	-	41
The Mission to Seafarers Cape Town	Cape Town, South Africa	4	8
The Mission to Seafarers Durban	Durban, South Africa	-	18
The Mission to Seafarers Port Elizabeth	Port Elizabeth, South Africa	19	-
The Mission to Seafarers Africa Region	Richards Bay, South Africa	42	7
The Diocese of Busan	Busan, South Korea	57	60
The Mission to Seafarers Colombo	Colombo, Sri Lanka	20	23
The Diocese in Europe	Izmir, Turkey	10	10

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Church of St John the Evangelist	Izmir, Turkey	4	-
Great Yarmouth Seafarers Centre	Great Yarmouth, UK	15	-
Queen Victoria Seamans Rest	Tilbury, UK	32	10
Bermuda Sailors Home	Bermuda, USA	11	-
Baltimore International Seafarers Centre	Baltimore, USA	10	10
The Mission to Seafarers Seattle	Seattle, USA	4	7
North American Maritime Ministry Association	USA	5	5
Total		781	972
		781	972

The Mission to Seafarers makes grants to maritime organisations whose work will fulfill our charitable objectives. Grants are to support direct maritime ministry, the development of maritime ministry or seafarer welfare projects. Amounts are agreed annually and the terms and amounts will be set out in a Memorandum of Understanding (MoU). Funded organisations are required to report to The Mission to Seafarers annually to ensure that the terms of the MoU have been met.

11. STAFF COSTS

Staff costs 2022:	Charitable Activities £'000	Raising Funds £'000	Support £'000	Total 2022 £'000
Wages and salaries	1,028	293	376	1,697
Social security costs	118	34	38	190
Other pension costs	92	19	24	135
Other Staff costs	364	62	127	553
Total	1,602	408	565	2,575
Average head count	43	7	8	57
Full time equivalent	37	7	7	51
Staff costs 2021:	<i>Charitable Activities £'000</i>	<i>Raising Funds £'000</i>	<i>Support £'000</i>	<i>Total 2021 £'000</i>
Wages and salaries	1,057	273	308	1,638
Social security costs	131	31	35	197
Other pension costs	106	19	22	147
Other Staff costs	224	18	62	304
Total	1,518	341	427	2,286
Average head count	38	6	9	53
Full time equivalent	31	6	9	46

Other staff costs include recruitment, compensation for loss of office, training, welfare of overseas employees, temporary staff and travel related costs. No redundancy costs were made in 2022 (2021: £12,000).

Employees with remuneration (excluding benefits in kind) in excess of £60,000:

- £60,000 to £70,000 - 0 (2021: 2)
- £70,000 to £80,000 - 4 (2021: 3)
- £80,000 to £90,000 - 0 (2021: 1)
- £90,000 to £100,000 - 1 (2021: 0)

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12. KEY MANAGEMENT PERSONNEL REMUNERATION AND BENEFITS

The 2022 Senior Management Team comprised the Secretary General, the Chief Operating Officer (formerly Director of Human Resources & Administration) the Director of Development, the Director of Finance and the Director of Programme (formerly the Director of Advocacy and Regional Engagement).

The team's total remuneration and benefits package consisted of salary, pension contributions, health insurance and the tax thereon.

	2022	<i>2021</i>
	£'000	<i>£'000</i>
Total salary paid to Senior Management Team	389	<i>370</i>
Total of other benefits	40	<i>43</i>
Employer social security costs on salary and benefits	52	<i>48</i>
Total	481	<i>461</i>

13. TRANSACTIONS WITH TRUSTEES

No trustee (2021: none) received remuneration during the current year.

During the year £1,734 of expenses (2021: £537) were reimbursed directly to one trustee (2021: four Trustees) and £7,294 (2021: £776) was paid to third parties for subsistence to attend meetings of and on behalf of The Mission to Seafarers and for trustee recruitment, business cards and training. £130 was spent on trustee leaving gifts (2021: £65). The total amount paid was £9,158 (2021: £1,378).

14. RELATED PARTY TRANSACTIONS

During the year payments were made to two related parties (2021:2). £7,500 was paid to ICMA (2021: £7,500) for membership fee where the Secretary General Andrew Wright was a trustee. £4,676 (2021: £5,550) was paid to Trinity House where trustee Neale Rodrigues was a Younger Brother for room hire for an event. There were no other related party transactions and no outstanding balances (2021: none) due at 31 December.

15. PENSIONS

15.1 Multi-employer Defined Benefit Schemes

The Mission to Seafarers participates in two of the Church of England's Multi-employer Defined Benefits Schemes administered by the Church of England Pensions Board. These are;

- The Church of England Funded Pensions Scheme (**CEFPS**) for the clergy
- The Church of England Defined Benefits Scheme (**CEDBS**) for lay employees of Church of England organisations.

The assets of both schemes are held separately from those of The Mission to Seafarers. The Church of England Pensions Board has stated that it is unable to identify the Mission's share of the underlying assets and liabilities as each employer is exposed to actuarial risks associated with the current and former employees of other entities participating in the schemes.

The Mission to Seafarers has treated these schemes as multi-employer schemes as described in Section 28 of FRS102. This means that contributions are accounted for as if the Schemes were defined contribution schemes. Each participating Responsible Body in the scheme pays contributions at a common contribution rate applied to pensionable stipends. The legal structure of the scheme is such that if another Responsible Body fails, The Mission to Seafarers could become responsible for paying a share of that Responsible Body's pension liabilities.

The pensions costs charged to the SoFA in the year are contributions payable towards benefits and expenses accrued in the year, plus any impact of deficit contributions.

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15.2 CEFPS

A valuation of the CEFPS was carried out as at 31 December 2021 and the results revealed a surplus of assets of £560 million with assets of £2,720 million and a funding target of £2,160 million, assessed using the following assumptions:

- An average discount rate of 2.7% p.a.;
- RPI inflation of 3.6% p.a. (and pension increases consistent with this);
- CPIH inflation in line with RPI less 0.8% pre 2030 moving to RPI with no adjustment from 2030 onwards;
- Increase in pensionable stipends in line with CPIH;
- Mortality in accordance with 90% of the S3NA tables, with allowance for improvements in mortality rates in line with the CMI2020 extended model with a long term annual rate of improvement of 1.5%, a smoothing parameter of 7, an initial addition to mortality improvements of 0.5% pa and an allowance for 2020 data of 0% (i.e. w2020 = 0%).

Following the 31 December 2018 valuation, a deficit recovery plan was put in place until 31 December 2022 and the deficit recovery contributions (as a percentage of pensionable stipends) were as follows.

% of pensionable stipends	January 2021 to December 2022	January 2018 to December 2020
Deficit repair contributions	7.1%	11.9%

An interim reduction to deficit contributions to 3.2% of pensionable stipends was made with effect from 1 April 2022. Following finalisation of the 31 December 2021 valuation, deficit contributions ceased with effect from 1 January 2023, since the Scheme was in surplus.

Section 28.11A of FRS 102 requires agreed deficit recovery payments to be recognised as a liability. However, as there are no agreed deficit recovery payments from 1 January 2023 onwards, the balance sheet liability as at 31 December 2022 is nil. The movement in the balance sheet liability over 2021 and over 2022 is set out in the table below.

Deficit liability – CEFPS

	2022	<i>2021</i>
	£'000	<i>£'000</i>
Balance sheet liability at 1 January	16	<i>39</i>
Deficit contributions paid	(8)	<i>(16)</i>
Interest cost	-	<i>-</i>
Change to balance sheet liability*	(8)	<i>(7)</i>
Balance sheet liability at 31 December	-	<i>16</i>
Assumptions:		
Discount rate	n/a	<i>0.0% pa</i>
Price Inflation	n/a	<i>n/a pa</i>
Increase to total pensionable payroll	n/a	<i>(1.5%) pa</i>

*comprises change in agreed deficit recovery plan and change in discount rate and inflation assumptions between year ends.

10 (2021: 9) of The Mission to Seafarers' employed chaplains are currently funded by the Archbishops' Council under Vote 4 provisions. Employer's contributions of £68,000, representing current contributions and the deficit repair contributions above, (2021: £93,000) were paid by the Mission to the CEFPS and are included in Staff costs (note 11). This amount was reimbursed by the Archbishops Council and is included in Donations (note 3).

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15.3 CEDBS (also known as the Church Workers Pension Fund)

The Church Workers Pension Fund has two sections known as the Defined Benefits Scheme and the Pension Builder Scheme (which has two subsections; a deferred annuity section known as Pension Builder Classic and a cash balance section known as Pension Builder 2014).

The Defined Benefits Scheme ("DBS") section of the Church Workers Pension Fund provides benefits for lay staff based on final pensionable salaries.

For funding purposes, DBS is divided into sub-pools in respect of each participating employer as well as a further sub-pool, known as the Life Risk Pool. The Life Risk Pool exists to share certain risks between employers, including those relating to mortality and post-retirement investment returns. The division of the DBS into sub-pools is notional and is for the purpose of calculating ongoing contributions. They do not alter the fact that the assets of the DBS are held as a single trust fund out of which all the benefits are to be provided. From time to time, a notional premium is transferred from employers' sub-pools to the Life Risk Pool and all pensions and death benefits are paid from the Life Risk Pool.

The scheme is a multi-employer scheme as described in Section 28 of FRS 102. It is not possible to attribute DBS assets and liabilities to specific employers, since each employer, through the Life Risk Section, is exposed to actuarial risks associated with the current and former employees of other entities participating in DBS. This means that contributions are accounted for as if DBS were a defined contribution scheme.

If, following an actuarial valuation of the Life Risk Pool, there is a surplus or deficit in the pool, further transfers may be made from the Life Risk Pool to the employers' sub-pools, or vice versa. The amounts to be transferred (and their allocation between the sub-pools) will be settled by the Church of England Pensions Board having taken advice from the Actuary.

A valuation of DBS is carried out once every three years. The most recently finalised was carried out at 31 December 2019. In this valuation, the Life Risk Section was shown to be in deficit by £7.7m and £7.7m was notionally transferred from the employers' sub-pools to the Life Risk Section. This increased the Mission's contributions that would otherwise have been payable. The overall deficit in DBS was £11.3m (last valuation at 31 December 2016: £26.2m deficit). The next actuarial valuation is due at 31 December 2022.

Following the valuation, The Mission to Seafarers entered into an agreement with the Church Workers Pension Fund to pay a contribution rate of 32.7% of pensionable salary and expenses of £3,200 per year.

Section 28.11A of FRS 102 requires agreed deficit recovery payments to be recognised as a liability. The movement in the provision is set out below:

Deficit liability – CEDBS

The 31 December 2022 balance sheet liability is £nil (2021: £nil).

The legal structure of the scheme is such that if another employer fails, The Mission to Seafarers could become responsible for paying a share of that employer's pension liabilities.

During the year The Mission to Seafarers paid pension contributions and expenses of £14,500 (2021: £10,700). The Mission currently has one (2021: 1) active member and 5 (2021: 5) deferred pensioners.

15.4 Defined Contribution Schemes

Royal London. A scheme for staff was set up in 2008 with Royal London (formerly Scottish Life). Contributions to this scheme are funded 3% by the employee and 7% by The Mission to Seafarers. There are 29 (2021: 26) members of staff in this scheme at 31 December 2022. Employer contributions to this scheme in 2022 were £70,000 (2021: £67,000) with £8,902 due to be paid at the year end (2021: £nil).

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16. FIXED ASSETS

16.1 Intangible fixed assets	Group	Company
	£'000	£'000
Cost 1 January 2022	94	94
Additions	15	15
Disposals	-	-
Net book value		
31 December 2022	<u>109</u>	<u>109</u>
<i>31 December 2021</i>	<u>94</u>	<u>94</u>

16.2 Tangible fixed assets

Group	Property £'000	Motor Vehicles £'000	Fixtures & Equipment £'000	Total £'000
Cost				
1 January 2022	5,467	275	815	6,557
Additions	-	50	185	235
Disposals	(237)	(46)	(119)	(402)
Transfers	-	-	-	-
Exchange difference	-	2	-	2
31 December 2022	<u>5,230</u>	<u>281</u>	<u>881</u>	<u>6,392</u>
Depreciation				
1 January 2022	1,287	163	796	2,246
Provided during the year	26	47	20	93
Disposals	(237)	(46)	(119)	(402)
31 December 2022	<u>1,076</u>	<u>164</u>	<u>697</u>	<u>1,937</u>
Net book value 31 December 2022	<u>4,154</u>	<u>117</u>	<u>184</u>	<u>4,455</u>
<i>31 December 2021</i>	<u>4,180</u>	<u>112</u>	<u>19</u>	<u>4,311</u>

None of the property values were found to be impaired (2021: none).

The Company	Property £'000	Motor Vehicles £'000	Fixtures & Equipment £'000	Total £'000
Cost				
1 January 2022	5,467	275	812	6,554
Additions	-	50	185	235
Disposals	(237)	(46)	(119)	(402)
Exchange difference	-	2	-	2
31 December 2022	<u>5,230</u>	<u>281</u>	<u>878</u>	<u>6,389</u>

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Depreciation

1 January 2022	1,287	163	793	2,243
Provided during the year	26	47	20	93
Disposals	(237)	(46)	(119)	(402)
31 December 2022	1,076	164	694	1,934
Net book value 31 December 2022	4,154	117	184	4,455
<i>31 December 2021</i>	<i>4,180</i>	<i>112</i>	<i>19</i>	<i>4,311</i>

Property

The properties held are split between categories as follows:

	2022	<i>2021</i>
	£'000	<i>£'000</i>
Freehold	2,877	<i>2,888</i>
Long term leasehold	1,277	<i>1,292</i>
Total	4,154	<i>4,180</i>

Freehold and leasehold property represents the book value of staff houses, pensioners' houses, and club and office premises. Premises and club leases are long term with many at peppercorn rent. All assets are used by the charity for its charitable purposes or rented out if temporarily surplus to current operational requirements.

17. INVESTMENTS

17.1 Listed Investments

	2022		<i>2021</i>	
	Group	Company	<i>Group</i>	<i>Company</i>
	£'000	£'000	<i>£'000</i>	<i>£'000</i>
Market value 1 January	29,849	29,735	<i>23,209</i>	<i>23,110</i>
Additions	215	215	<i>3,257</i>	<i>3,256</i>
Disposals	(14)	(13)	<i>-</i>	<i>-</i>
Unrealised (loss)/gain for the year	(3,509)	(3,496)	<i>3,383</i>	<i>3,369</i>
Market value 31 December	26,541	26,441	<i>29,849</i>	<i>29,735</i>
Listed investments	26,541	26,441	<i>29,849</i>	<i>29,735</i>
Total	26,541	26,441	<i>29,849</i>	<i>29,735</i>
Historical Cost at 31 December	21,810	21,731	<i>21,595</i>	<i>21,516</i>

The CCLA's annual management charge in relation to the CBF Church of England Investment Fund (Investment Fund) is 0.55% (2021: 0.55%) of the value of the portfolio although this was not directly charged to the Mission but against the capital of the Investment Fund. The total ongoing charges figure which includes the annual management charge and other operational costs is 0.77% (2021: 0.77%)

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Analysis of investments

	2022		2021	
	Group £'000	Company £'000	<i>Group £'000</i>	<i>Company £'000</i>
Holdings in multi asset funds	26,541	26,441	29,836	29,723
Fixed interest securities	-	-	12	12
Total	26,541	26,441	29,848	29,735

As part of a multi asset Investment Fund, significant individual holdings cannot be identified, however the significant class of holdings (over 5%) at 31 December were:

	2022	2021
Overseas Equities	48%	65%
Cash and near cash	25%	8%
UK Equities	8%	10%
Infrastructure and Operating assets	6.5%	6.5%

17.2 Investments in subsidiaries

The Company controls the following principal active subsidiaries, the results of which have been consolidated.

Name of Company	Country of in- corporati on	% Holding/ Control	No of shares held and value	Net Income 2022 £'000	Net Assets as at 31/12/22 £'000	Nature of Business
The Dunkirk War Memorial Trust Ltd	UK	100	12 shares; 8 held by the Mission, 2 held by Mission directors, 2 held by other directors £12	(10)	(3)	Provision of spiritual and practical welfare for all seafarers
Flying Angel Marketing Enterprises Ltd	UK	100	6 shares £6	-	1	Sales of promotional goods
The Flying Angel Belfast Ltd	UK	100	1 share £1	-	-	Sales of catering services and promotional goods
The Mission to Seafarers Scotland Ltd	UK	100	Company limited by guarantee, sole member	7	132	Provision of spiritual and practical welfare for all seafarers
The Mission to Seafarers Trust Corporation Ltd	UK	100	11 shares £11	-	-	Holds property as custodian trustee on behalf of the Mission

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18. DEBTORS

	2022	<i>2021</i>	2022	<i>2021</i>
	Group	<i>Group</i>	Company	<i>Company</i>
	£'000	<i>£'000</i>	£'000	<i>£'000</i>
Amounts owed by group/associated undertakings;				
Flying Angel Marketing Enterprises Ltd (FAME)	-	-	2	3
The Flying Angel Belfast Ltd (FAB)	-	-	22	20
The Dunkirk War Memorial Trust Ltd (DWMT)	-	-	183	355
The Mission to Seafarers Scotland Ltd (MtSS)	-	-	-	1
Trade debtors	187	<i>172</i>	184	<i>161</i>
Prepayments and accrued income	669	<i>621</i>	667	<i>621</i>
Other debtors	52	<i>37</i>	51	<i>37</i>
Total	908	<i>830</i>	1,109	<i>1,198</i>

The prepayment and accrued income includes accrued legacies £243,000 (2021: £208,000). A proportion of legacies receivable may be received after more than 1 year, but this figure cannot be determined with any accuracy due to the inherent uncertainty in the timing of legacy income receipt.

Amounts due from FAB include a £10,000 (2021: £10,000) concessionary loan made to FAB which is secured and carries a market rate of interest and is repayable on demand.

Amounts due from DWMT in 2021 included £188,000 concessionary loan to undertake essential repairs to the centre in Dunkirk. In 2022 £172,000 was repaid and the balance of the loan will be paid in full before the DWMT is wound up, which is expected to be during 2023.

19. CURRENT LIABILITIES

	2022	<i>2021</i>	2022	<i>2021</i>
	Group	<i>Group</i>	Company	<i>Company</i>
	£'000	<i>£'000</i>	£'000	<i>£'000</i>
Trade creditors	107	<i>103</i>	106	<i>99</i>
Social security and tax	38	<i>70</i>	38	<i>43</i>
Accruals and other creditors	936	<i>188</i>	939	<i>188</i>
Total	1,081	<i>361</i>	1,083	<i>330</i>

20. RESTRICTED FUNDS

Restricted funds 2022	Opening	Income	Expenditure	Transfer	Closing
	Balance	£'000	£'000	£'000	Balance
	£'000	£'000	£'000	£'000	£'000
Africa ports (Lagos, Mombasa, Richards Bay, Saldanha Bay & Port Elizabeth) welfare support, The Seafarers Charity	-	32	(10)	-	22
Belfast branch building reserve fund	376	-	-	(8)	368
Cadetship project; TK Foundation	10	-	(10)	-	-
Chat to a Chaplain support, The Seafarers Charity	-	23	(23)	-	-
Christmas welfare for seafarers; International Transport Workers' Federation £7k; ICMA, Mission to Seafarers Rotterdam	1	7	(8)	-	-
Christmas welfare for Ukrainian seafarers; Baltic Exchange Caledonian Society £14k;	-	14	(14)	-	-
Dubai,UAE Ship visitor and welfare work; International Transport Workers' Federation	-	47	(4)	-	43

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Restricted funds 2022 (continued)					
Felixstowe chaplaincy and welfare; Harwich Haven Authority	-	25	(11)		14
<i>Flying Angel Campaign</i>	47	-	(47)	-	-
i.in response to the COVID-19 pandemic; Clearwater Foundation and many others					
ii.technical Solutions; TK Foundation, The Marine Society, Seafarers UK, Norden Shipping, Tindall Riley, Wallem Group, Baltic Charitable fund, Trinity House, Ship Owners, Vickers and many others	116	(26)	(90)	-	-
Great Yarmouth centre; Shell	-	15	(15)	-	-
Innovations fund; AET Tankers	9	-	-	-	9
Justice & Welfare support, Samaritan Fund & Advocacy for the Middle East & South Asia region; The Seafarers Charity	8	55	(49)	-	14
Lagos centre repairs, Nigeria; International Transport Workers' Federation	35	-	(9)	-	26
North Tees centre; Merchant Navy Welfare Fund	-	5	(5)	-	-
Philippines family projects country manager; The Sailors Home Hong Kong	-	23	(23)	-	-
Philippines family projects; Pacific Basin Shipping	17	-	(17)	-	-
Philippines family projects and WeCare resources; UK P&I Club	16	-	(16)	-	-
Philippines family projects Family Day; Singapore Shipowners	-	7	(7)	-	-
Port costs and advocacy UK; The Seafarers Charity	90	100	(90)	-	100
Port Talbot building costs; Merchant Navy Welfare Board; Garfield Weston The Austin Bailey Foundation, Maurice & Hilda Laing Charitable Trust	23	-	-	(8)	15
Rotterdam Centre; Tritax	-	22	(11)	-	11
Rotterdam chaplaincy; individual donors		6	(6)		-
Seafarers App; Cargill International SA £30k; The Seafarers Charity £30k; DNV GL £26k (capitalised)	60	26	-	-	86
<i>Seafarers Happiness Index</i> ; Standard Club £14k, Baltic Exchange Charitable Foundation £5k and Idwal £14k	-	33	(33)	-	-
Seattle and Sydney support; Hamburg Sud	-	6	-	-	6
Ship visitor, Richards Bay; David Pellatt	-	8	(8)	-	-
Suicide prevention training & resources; Trinity House £20k, EBM £10k	28	-	(28)	-	-
Tilbury Ship visitor; David Pellatt	-	22	(22)	-	-
Tauranga centre, New Zealand COVID-19 support; TK Foundation	15	-	-	-	15
Vehicles for use in UK Ports; Merchant Navy Welfare Board	27	37	-	(20)	44
Vehicle running costs Colombo, Singapore and South Tees; The Baltic Exchange Charitable Foundation	15	15	-	-	30

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Restricted funds 2022 continued					
Vehicle running costs Saldanha Bay, South Africa; Anglo American Marketing Ltd	3	4	-	-	7
WeCare programme and e-learning resource; UK P&I club £23k and Kadmos £9k	-	32	(32)	-	-
Others	26	2	(6)	-	22
Total	922	543	(597)	(35)	833

<i>Restricted funds 2021</i>	<i>Opening Balance</i>	<i>Income</i>	<i>Expenditure</i>	<i>Transfer</i>	<i>Closing Balance</i>
	<i>£'000</i>	<i>£'000</i>	<i>£'000</i>	<i>£'000</i>	<i>£'000</i>
<i>Belfast branch building reserve fund</i>	384	-	-	(8)	376
<i>Cadetship project; TK Foundation</i>	43	4	(37)	-	10
<i>Christmas welfare for seafarers; International Transport Workers' Federation, ICMA, Mission to Seafarers Rotterdam</i>	6	12	(17)	-	1
<i>Coivd-19 relief funding for Oceania and Africa regions; Seafarers' International Relief Fund</i>	-	35	(35)	-	-
<i>Dubai, UAE Welfare worker; International Transport Workers' Federation</i>	-	43	(43)	-	-
<i>Flying Angel Campaign i.in response to the COVID-19 pandemic; Clearwater Foundation and many others</i>	170	-	(123)	-	47
<i>ii.technical Solutions; DNV GL, TK Foundation, The Marine Society, Seafarers UK, Norden Shipping, Tindall Riley, Wallem Group, Baltic Charitable fund, Trinity House, Ship Owners, Vickers and many others</i>	208	-	(92)	-	116
<i>International Labour Organization training re MLC 2006; International Transport Workers' Federation (refunded)</i>	4	(4)	-	-	-
<i>Innovations fund; AET Tankers</i>	-	9	-	-	9
<i>Job Retention Scheme; HMRC</i>	-	12	(12)	-	-
<i>Justice & Welfare support and Samaritan Fund for the Middle East & South Asia region; The Seafarers Charity</i>	-	46	(38)	-	8
<i>Lagos centre repairs, Nigeria; International Transport Workers' Federation</i>	35	-	-	*	35
<i>Newport centre roof repairs; Merchant Navy Welfare Board</i>	-	5	(5)	*	-
<i>Philippines family projects; Pacific Basin Shipping</i>	-	22	(5)	-	17
<i>Philippines family projects and WeCare resources; UK P&I Club</i>	32	19	(35)	-	16
<i>Port costs and advocacy; The Seafarers Charity</i>	122	90	(122)	-	90
<i>Port Talbot building costs; Merchant Navy Welfare Board; Garfield Weston The Austin Bailey Foundation, Maurice & Hilda Laing Charitable Trust</i>	30	-	-	(7)	23
<i>Seafarers App; Cargill International SA £30k; The Seafarers Charity £30k</i>	-	60	-	-	60
<i>Seafarers Happiness Index; Standard Club £12.5k and Wallem Group £10.8k</i>	-	23	(23)	-	-

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<i>Restricted funds 2021 continued</i>					-
<i>Ship visitor, Richards Bay; David Pellatt</i>	-	8	(8)		-
<i>Suicide prevention training & resources; Trinity House £20k, EBM £10k</i>	-	30	(2)	-	28
<i>Tauranga centre, New Zealand COVID-19 support; TK Foundation</i>	15	-	-	-	15
<i>Tuticorin, India seafarers and families emergency feeding programme, Seafarers International Relief Fund</i>	-	47	(47)	-	-
<i>Vehicles for use in UK Ports; Merchant Navy Welfare Board</i>	47	-	-	(20)	27
<i>Vehicle for Myanmar; Tritax Management</i>	-	18	(18)	-	-
<i>Vehicles for Napier and Solomon Isles, New Zealand; International Transport Workers' Federation</i>	-	65	(65)		-
<i>Vehicle & mi-fi for Wellington, New Zealand; International Transport Workers' Federation (refunded)</i>	2	(2)	-	-	-
<i>Vehicle for Yokohama, Japan; International Transport Workers' Federation</i>	-	25	(25)	-	-
<i>Vehicle running costs Colombo, Singapore and South Tees; The Baltic Exchange Charitable Foundation</i>	-	15	-	-	15
<i>Vehicle running costs Saldanha Bay, South Africa; Anglo American Marketing Ltd</i>	-	3	-	-	3
<i>WeCare e-learning resource; Prime Training</i>	10	-	(10)	-	-
<i>Others</i>	26	-	-	-	26
Total	1,134	585	(762)	(35)	922

Restricted funds (note 1.4) represent capital grants or donations received for specific purposes. For capital grants or donations the transfer to unrestricted funds represents the depreciation charge on fixed assets.

21. UNRESTRICTED FUNDS

Unrestricted funds 2022	Opening Balance	Income	Expenditure	Transfer/ Disposals	Closing Balance
	£'000	£'000	£'000	£'000	£'000
Designated funds					
Fixed assets	3,919	189	(58)	-	4,050
Branches and subsidiaries	8,565	1,107	(1,894)	-	7,778
African Region Fund	204	-	(30)	-	174
Strategy plan 2022-2026	2,000	-	(84)	382	2,298
COVID-19 Emergency Support Fund	407	-	(25)	(382)	-
Global Health & Safety & Training Fund	500	-	(29)	-	471
Commitments to Retired Chaplains	1,000	-	-	-	1,000
Total designated funds	16,595	1,296	(2,120)	-	15,771
General Funds	26,339	3,201	(6,489)	35	23,086
Total unrestricted funds	42,934	4,497	(8,609)	35	38,857

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<i>Unrestricted funds 2021</i>	<i>Opening Balance</i>	<i>Income</i>	<i>Expenditure</i>	<i>Transfer/ Disposals</i>	<i>Closing Balance</i>
	£'000	£'000	£'000	£'000	£'000
<i>Designated funds</i>					
<i>Fixed assets</i>	4,311	73	(103)	(362)	3,919
<i>Branches and subsidiaries</i>	7,171	2,336	(942)	-	8,565
<i>African Region Fund</i>	261	-	(57)	-	204
<i>Strategy plan 2022-2026</i>	-	2,000	-	-	2,000
<i>COVID-19 Emergency Support Fund</i>	-	407	-	-	407
<i>Global Health & Safety & Training Fund</i>	-	500	-	-	500
<i>Commitments to Retired Chaplains</i>	1,000	-	-	-	1,000
Total designated funds	12,743	5,316	(1,102)	(362)	16,595
General Funds	23,082	6,089	(2,867)	35	26,339
Total unrestricted funds	35,825	11,405	(3,969)	(327)	42,934

The Fixed Asset reserves represent the cost value, net of depreciation, of the investment in fixed assets owned by The Mission to Seafarers.

The Reserves of the branches, subsidiary companies and the African region fund are held for the purpose of delivering services in the relevant geographical locations.

Any chaplain employed prior to 1983 with a minimum service of 30 years is entitled to be provided with housing for the remainder of their life. Although there are no further properties to be purchased, the Mission has an on-going commitment to retired chaplains' property costs including maintenance and council tax.

22. ANALYSIS OF NET ASSETS BETWEEN FUNDS

2022	Unrestricted General £'000	Unrestricted Designated £'000	Restricted £'000	Total £'000
Intangible fixed assets	-	23	86	109
Tangible fixed assets	-	4,027	428	4,455
Investments	20,456	6,085	-	26,541
Net current assets	2,630	5,636	319	8,585
Long term liability	-	-	-	-
Total	23,086	15,771	833	39,690
 <i>2021</i>				
<i>Intangible fixed assets</i>	-	34	60	94
<i>Tangible fixed assets</i>	-	3,885	426	4,311
<i>Investments</i>	23,172	6,677	-	29,849
<i>Net current assets</i>	3,183	5,999	436	9,618
<i>Long term liability</i>	(16)	-	-	(16)
Total	26,339	16,595	922	43,856

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23. ECUMENICAL CENTRES

For many years The Mission to Seafarers was a joint trustee and involved in the management of the Humber Seafarers' Service Ltd (Charity Number 1159953), the Felixstowe & Haven Ports (Charity No. 272077) and Port of Bristol Seafarers Centre (Charity No. 286078). On 30 June 2022 The Mission to Seafarers, along with the other joint Trustees Sailors' Society and Stella Maris, transferred all the assets and liabilities of the three ecumenical centres to a new maritime charity QVSR Seafarers Centres.

24. FINANCIAL COMMITMENTS

At 31 December 2022 the Group and Company had commitments (2021: none) under non-cancellable operating leases as set out below:

	Land and Buildings 2022 £'000	<i>Land and Buildings 2021 £'000</i>	Other leases 2022 £'000	<i>Other leases 2021 £'000</i>
Lease payments;				
Due not later than one year	33	-	2	-
Due between one year and five years	137	-	7	-
Due after five years	173	-	-	-
	<u>343</u>	<u>-</u>	<u>9</u>	<u>-</u>

25. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022 £'000	<i>2021 £'000</i>
Net (expenditure)/income for the reporting period (<i>as per the statement of financial activities</i>)	(4,261)	6,933
Adjustments for:		
Depreciation charges	93	103
Loss/(gains) on investments	3,509	(3,383)
Dividends and interest	(871)	(712)
Profit on sale of fixed assets	(25)	(80)
Decrease/(Increase) in stocks	(4)	4
Increase in debtors	(78)	(233)
Increase/(Decrease) in creditors	704	(52)
Net cash (used in)/provided by operating activities	(933)	2580

26. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2022 £'000	<i>2021 £'000</i>
Cash in hand	1,263	1,936
Notice deposits (less than 3 months)	7,477	7,199
Total cash and cash equivalents	8,740	9,135

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27. ANALYSIS OF CHANGES IN NET DEBT

	At 1 January 2022 £'000	Cashflows £'000	Other non-cash changes £'000	At 31 December 2022 £'000
Cash at bank and in hand	9,135	(395)	-	8,740
Total	<u>9,135</u>	<u>(395)</u>	<u>-</u>	<u>8,740</u>

28. SUMMARY SOFA FOR THE MISSION TO SEAFARERS COMPANY NO. 622024

	2022 £'000	2021 £'000
Income	4,892	8,321
(Loss)/gains on investments	(3,496)	3,369
Expenditure	(5,652)	(4,751)
Net (expenditure)/income	<u>(4,256)</u>	<u>6,939</u>
Gain/(loss) on foreign exchange	93	(20)
Total funds brought forward	43,713	36,794
Total funds carried forward	<u>39,550</u>	<u>43,713</u>

29. PROVISION

Following an accident on 13 October 2020, The Mission to Seafarers has pleaded guilty on 20 June 2023 to a breach of Section 33(1)(a) of the Health and Safety at Work etc. Act 1974. Sentencing is scheduled for 24 November 2023 and a provision has been accrued at the balance sheet date.