

ABERDEEN CYRENIANS LIMITED

**A Company limited by guarantee
and not having a share capital**

**Annual Report and Consolidated Financial Statements
for the year ended 31 March 2011**

Registered No. SC070903
Scottish Charity No. SC014849

ABERDEEN CYRENIANS LIMITED

REPORT AND CONSOLIDATED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2011

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ABERDEEN CYRENIANS LIMITED

MEMBERS AND ADVISORS

Members of the Council of Management

Dr John Love MA (Hons), Ph.D.

Mr William Campbell MSc

Mr Daniel Fraser, FCIBS

Ms Sheena Taylor MA (Hons), BA, M.Ed.

Dr Nick Williams BSc, Ph.D., ACIH

Mr Jeremy Burchill LLB (Hons)

Mr William Clark

Mr Joachim Greiling MTh

Dr Wilma MacPherson

Mr John Maclean

Appointed 03/02/10

Mr Lindsay Knight

Appointed 24/11/10

Senior Management Team / Acting Joint Chief Executives (from 11/2009)

Mr Scott Baxter RMN, Director of Community Services

Ms Susan Montgomerie MA, CQSW, Director of Residential Services

Registered Office

62 Summer Street

ABERDEEN

Aberdeenshire

AB10 1SD

Auditors

Williamson & Dunn

3 West Craibstone Street

ABERDEEN

AB11 6YW

Solicitors

The Commercial Law Practice

Commercial House

2 Rubislaw Terrace

ABERDEEN

AB10 1XE

Bankers

The Royal Bank of Scotland plc

Central Branch

12 Golden Square

ABERDEEN

AB10 1RB

ABERDEEN CYRENIANS LIMITED

(INCORPORATED UNDER THE COMPANIES ACT)

LIMITED BY GUARANTEE AND NOT HAVING A SHARE CAPITAL

REPORT OF THE MEMBERS OF THE COUNCIL

The members of the Council present their report and the financial statements for the year ended 31 March 2011. The members of the Council confirm that the accounts comply with current statutory requirements, of the revised SORP 2005 and with the requirements of the charity's Memorandum and Articles of Association. The Council confirm that on a fund by fund basis, the charity's assets are available and adequate to fulfil the obligations of the charity.

1. STRUCTURE, GOVERNANCE AND MANAGEMENT

- 1.1. Aberdeen Cyrenians Limited, known as the Cyrenians, is constituted as a Company Limited by Guarantee (Reg. No. SC070903). It is registered with the Office of the Scottish Charity Regulator (SC014849). Its principal and Registered Office is at 62 Summer Street, Aberdeen AB10 1SD.
- 1.2. Recruitment and appointment to Council of Management (Board of Directors). The Cyrenians is a membership organisation and the Council of Management is elected from the members, currently numbering slightly over 100. Membership is open to anyone who supports the objectives of the organisation. The process for appointing members for the Council of Management is outlined below.
- 1.3. Where there is a requirement to recruit new members for the Council of Management, there are a number of ways that this can be initiated:
 - a skills audit of existing members may inform the process of recruiting new members;
 - existing members can put themselves forward at the Annual General Meeting;
 - expressions of interest might be sought from the members of Aberdeen Cyrenians;
 - public advertisement for new members; and/or
 - members of the Council of Management putting forward the names of suitable individuals.
- 1.4. Appointments to the Council of Management are made either as per paragraph 7.2 of the Articles of Association or at a General Meeting, and must comply with paragraphs 7.1 and 7.3 of the Articles of Association.
- 1.5. A selection panel consisting of the Chairperson and/or Vice-Chairperson and/or other delegated Council of Management member along with the Chief Executive will meet with prospective candidates to (a) provide further information to the candidate; (b) outline the responsibilities and requirements in relation to serving on the Council of Management; and (c) evaluate the competencies and commitment of the prospective member. The selection panel will then make a recommendation to the full Council of Management.

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1. STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

1.6. As part of their induction, all new members will receive copies of the:

- Governance of Aberdeen Cyrenians
- Memorandum and Articles of Association
- Strategic Plan (and any reviews)
- Aims & Values Policy
- The latest Annual Review & Audited Accounts
- Minutes of meetings over the past twelve months

1.7. There are normally two induction sessions. One session will cover the history of the organisation, the work of the projects, aims & values and the wider context. The second session will focus on finance.

1.8. After the first twelve months acting on the Council of Management, the Chairperson (or other duly authorised member of the Council of Management) and the Chief Executive meet with the new member to evaluate any issues arising over the period to date; identify training needs and evaluate the person's contribution to the Council of Management.

1.9. The Council of Management is responsible for setting and reviewing the overall strategy of the organisation, for organisational policies, for formal contractual agreements and is the employer of all staff. It meets about 9 times a year for this purpose. This includes an annual "Away Day" which provides the opportunity for the Council to take stock of policy and strategic issues impacting on the Cyrenians and the position regarding homelessness within the catchment area.

1.10. The Council of Management was previously supported by two sub-committees with agreed remits (Finance & Property Committee and Employment & Services Committee) which met on a regular basis to discharge delegated functions. These included the monitoring of management accounts, human resources matters and considering reports on the projects and from external regulators. These sub-committees have now been abolished, and their specific remits considered at alternate meetings of the full Council of Management.

1.11. The Council of Management periodically reviews the major risks to which the charity is exposed and identifies and appraises the controls in place together with such additional controls as are required to minimise risks.

1.12. Operational matters are delegated to the Senior Management Team.

1.13. The Senior Management Team is responsible for the implementation of the Strategic Plan, for all service delivery policies, for ensuring that all areas of work have operational plans which are regularly reviewed and for the proper day-to-day management of the organisation including complying with all internal and external regulations, particularly within the context of our aims and values.

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2. OBJECTIVES AND ACTIVITIES

2.1. The Objects of Aberdeen Cyrenians as outlined in the Memorandum of Association are:

- the relief of poverty, sickness and old age in particular, for the relief of poverty of persons who by reason of mental or physical infirmity are unable to fulfil their duties as citizens or their obligations to their employers, and;
- carrying on for the benefit of the community and the public benefit the provision of houses, hostels and any associated amenities for persons in necessitous circumstances upon terms appropriate to their means.

2.2. Mission Statement:

Our aim is to meet the needs of people who are homeless, at risk of homelessness or affected by homelessness in any way. We listen to their difficulties, understand needs, share burdens, provide professional care and strive to identify permanent solutions.

If you give a bed to someone in need of a home, a meal to someone hungry, or shelter and warmth to someone cold then their problems will be only resolved in the short-term. But we believe that if we give someone who has not had a fair chance in life time to express their problems and give them understanding, caring advice, new opportunities and life and work skills, then they will have a real chance to lay foundations which will in turn enable them to contribute positively to society in the long term.

"True compassion is more than flinging a coin to a beggar; it comes to see that an edifice which produces beggars needs restructuring".
Martin Luther King

2.3. Vision Statement

Continue to serve Aberdeen's homeless with compassion and professionalism.

Be a partner of choice for all who work in our field.

Be a trusted voice on the issue of homelessness in our city.

2.4. Following Aberdeen City Council's decision to put commissioned services out to tender in January 2010, the Cyrenians were successful in obtaining contracts for the following three services: Clifton Road, Wernham House, and Margaret House. This has enabled us to begin making strategic plans without the difficulties inherent in coping with the uncertainties of the past period, especially with regard to funding. We are not standing still however, and have developed a fundraising strategy to supplement our contractual income. We are also determined to improve the quality of the services we provide, and if possible to extend their range. We are also conscious that

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our clients have varied needs, some of which are being met by other organisations. With this in mind, we have been exploring with Instant Neighbour ways in which our joint activities may be coordinated for the benefit of our client groups. This will improve the effectiveness of our activities and place us in a stronger position to retain the contracts we have at present.

2.5. As outlined in 2.1 and 2.2 above, the Cyrenians aim to meet the needs of people who are homeless, at risk of homelessness or affected by homelessness in any way. Over the last 42 years, the range of services offered by the Cyrenians has grown considerably. Originally just providing food and shelter, the services in 2010/2011 continued to provide a range of unique, leading edge services – from prevention to resettlement – that make a real difference to the lives of Clients in Aberdeen and the surrounding area. The continuing need for such services is confirmed in Aberdeen City Council's Homelessness & Resettlement Strategy and their Temporary Accommodation Strategy. All our activities take note of these Strategies and aim to meet their objectives.

2.6. Residential Services include:

- **The Clifton Road project:** Providing temporary accommodation and care for 16 – 21 year olds who have previously been looked after and require care and support when it is no longer possible or appropriate to care for them in their own homes or where they do not have permanent accommodation. This project is seen as a transitional step for individuals prior to being re-settled into a less supported environment in the community.
- **Margaret House:** Offers short term accommodation to 12 residents. Substance misuse and criminal justice problems are common among the residents as is prostitution, abuse, self-harm and other psychological issues. Staff assist clients to develop the skills they need to deal with their issues and sustain a successful move into their own tenancy.
- **Wernham House:** Provides long-term residential care of 18 homeless men and women who have alcohol and possible mental health issues. The project also has 3 respite beds.

2.7. Community Services include:

- **Violence Against Women project:** Provides support to vulnerable women of all ages who have experienced or are currently experiencing physical, emotional or sexual abuse. This includes women who are involved in prostitution. One-to-one support is provided to clients, helping them to address issues in their lives and supporting them to access relevant services.

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- **Leaving Home & Housing Education:** This project works partnership with secondary schools, community education centres and youth work projects with Aberdeen City Council to provide preparatory education for young people on leaving home and housing. Funding for this programme comes from the local authority.
- **Advice & Information:** Aberdeen City Council funds this service which is geared to the prevention of homelessness.
- **Street Alternatives:** This service operates out of Summer Street premises 2 nights a week and on both Saturday and Sunday, and is run by volunteers with minimal staff support. Hot food, shelter, showers and some social interaction is provided for those in need.
- **Integrated Drug Service – Community Rehabilitation (IDS-CR):** The Cyrenians are the leading partner in this project which is a partnership with Aberdeen Foyer, Drugs Action and Phoenix House. The service works very closely with other services involved in drug treatment, supporting clients in Aberdeen area who have already taken steps to change their lifestyle and want to work towards a healthier and more positive future.
- **Community Resettlement, Support & Advice Service (CRSAS):** Provision of this service ended on 30th June 2010.
- **Cyrenians Supported Accommodation Service (CSAS):** Provision of this service ended on 30th June 2010.

2.8. **Community Interest Company:** Under the umbrella of Iceberg (Aberdeen) CIC, Iceberg Print and Design is a social enterprise that provides training and employment opportunities for people who are homeless or at risk of homelessness. Clients can have complex issues that make it difficult for them to access mainstream opportunities for education and employment. The main focus of the business is to provide a high quality printing service that is attractive to the voluntary sector, the “music scene” and other smaller businesses. As this becomes established it is hoped that profits will contribute to the work of the Cyrenians as well as helping Cyrenians clients get back into work and overcome social exclusion.

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2.9. **Volunteers:** The achievement of the objectives of the Cyrenians is enhanced by the active participation of the wider community. Cyrenians welcomes and encourages the involvement of volunteers at all levels in the organisation and within all appropriate projects and activities. These include:

- Street Alternatives project whereby clients can access hot food and showers 2 evenings a week and at weekends, as well as allowing some social interaction.
- Cooking and general kitchen duties;
- provision of reception duties freeing up resettlement workers time to deal directly with clients;
- helping to manage the many donations to the organisation;
- providing assistance to DIY and general handyman activities;
- providing alternative therapies such as shiatsu to clients;
- helping with fundraising.

3. ACHIEVEMENTS AND PERFORMANCE

3.1. Strategic Plan: Following the conclusion of the tendering process for the provision of statutory services the Council of Management will be seeking to develop strategy to take the organisation forward on a more secure footing. In the meantime management have striven to maintain performance with a view to achieving:

- consistent, flexible and effective work practices to maintain the Aims and Values of the organisation despite the constraints of funding difficulties;
- good performance against external benchmarks e.g. Social Care and Social Work Improvement Scotland (SCSWIS) Reports;
- meeting challenges and identification of opportunities;
- maintenance of all organisational and Statutory policies;
- maintenance of good staff relations;
- development of Training Plan and provision of training opportunities to staff;
- registration of staff with relevant bodies and ensuring adherence to their Codes of Practice;

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- maintenance and development of Iceberg Print and Design;
- development of IDS-CR in conjunction with partner agencies;
- production of Annual Review and regular Newsletters;
- maintenance and development of website;
- successful fundraising events including Sleepout and Christmas Appeal;
- maintenance of all records re. HR and Finance;
- promoting Service User Involvement.

3.2. Services

The major issues worked on in the year related to accommodation, alcohol, drugs, family issues, relationship issues, mental health, violence against women, and health and offending.

The Cyrenians' client documentation system, MAIN, continues to be used to provide a formal framework for working with clients. Service User Involvement continues to be given priority through the use of the QA forms MAIN QA07 and 08 and Quality Assurance Self Assessment Record (QASAR). Data from these forms will be collated to feed into a review of performance to ensure the organisation continues to meet its aims in providing an effective service to clients.

Work is currently ongoing to incorporate an online IT quality management tool primarily for voluntary agencies which measures the outcome of work carried out with Service Users and reports at organisational, project or service user level. This will support key working and improve services through organisational learning.

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3.3. External agencies

The Cyrenians are registered with various external agencies that may monitor services provided. These include:

- Aberdeen City Council – Approved Providers List
- Aberdeenshire Council – Approved Providers List
- Office of the Scottish Charity Regulator
- Social Care and Social Work Improvement Scotland (SCSWIS) – Care and Housing Support, Residential Care
- Scottish Social Services Council for the registration of staff
- Fundraising Standards Board
- Institute of Fundraising
- Aberdeen City Council – Environmental Health
- Aberdeen City Council – Registered Landlord
- Aberdeenshire Council – Registered Landlord

3.4. External Monitoring Feedback

Various monitoring visits have taken place. Our main regulatory body is the Care Commission which regularly checks care services to ensure that they are meeting the needs of the people in their care in accordance with the Regulation of Care (Scotland) Act 2001 and the National Care Standards. Services are graded under Quality Themes. The gradings are 6–Excellent; 5–Very good; 4–Good; 3–Adequate; 2–Weak and 1–Unsatisfactory. Full reports are available on their website, but the average gradings achieved by Cyrenians over the last year are:

- Quality of Care and Support – 4.4
- Quality of Environment – 4
- Quality of Staffing – 4.5
- Quality of Management and Leadership – 4.33

3.5. Internal Monitoring Feedback

- Managers compile monthly statistical information on Monitoring Forms 01 and 02 which feed into regular standard reports on activities and issues twice a year to the Employment & Services Committee/Senior Management Team and these reports focus on outcomes achieved, issues that have arisen and feedback on service user involvement.
- The Council of Management regularly consider management accounting information, fundraising activity and property issues. Requirements and recommendations are implemented by the appropriate managers and senior management team.

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- Senior Management Team provide regular minuted support and supervision for managers to ensure that services meet their objectives, that client-related issues are addressed, that staff-related issues are addressed and that accident/incident forms are reviewed.
- The Health and Safety Group meets bi-monthly to review current practices, ensure all essential work has been undertaken and ensure improvement in practices.
- Service User Meetings are held regularly in most services (sometimes in conjunction with staff meetings) through which service users can be consulted on issues relating to that service and on the development of procedures, recruitment of staff etc.
- The Cyrenians advertise their Complaints Policy which allows any aspect of their operations to be reviewed and discussed if necessary.
- Robust Policies are in place covering all aspects of the organisation's operations – covering Client issues, HR, Finance, IT, Fundraising etc. These are regularly reviewed using a document controlled system.
- An Employee Handbook and Management Guidelines are currently being developed.
- QA Audits are carried out on key aspects of the work of the organisation.

3.6. Staffing

- Where appropriate, staff are registered with the Scottish Social Services Council (SSSC);
- All employees and volunteers are members of the PVG Scheme or undertake Disclosure as appropriate.
- A full schedule of mandatory training has been undertaken to ensure that staff have the requisite knowledge to perform well. Ongoing work is in hand ensuring all staff are given the opportunity to gain recognised SVQ qualifications in Care.
- An annual Staff Recognition Scheme continues to recognise a range of contributions from staff, volunteers and supporters.
- A number of social work students have been on placement.

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4. FINANCIAL REVIEW

4.1. Main Funding Sources

- A large part of our income comes from Aberdeen City Council through social work and housing commission and from contracts for the provision of housing support, Advice and Information and Leaving Home and Education.
- The Scottish Government provides 3 year funding for the Violence Against Women project. This funding is due to conclude in March 2012.
- Fundraising efforts achieve additional funding. A Fundraising Strategy has been developed. The key areas being focused on this year include regular giving; applications to Trusts, Foundations and Grants; RBS Community Force; Christmas Appeal and Sleepout.
- Further funding comes from Aberdeenshire Council through housing commissioning and from contracts for the provision of housing support and Leaving Home and Education.

4.2. Review of 2010-11

- 4.2.1 The Financial Statements are consolidated to include results of our subsidiary company Iceberg (Aberdeen) CIC, a social enterprise company whose main activity has been a high quality printing service.
- 4.2.2 The Head Office function was moved from Simon House and incorporated into Summer Street, which continues to be used by various community projects as well as by Head Office staff. Summer Street is leased from Aberdeen City Council.
- 4.2.3 The sale of Simon House generated a surplus of £213,059. Losses generated by Residential and Community projects were financed from fundraising in the year. This fundraising income exceeded these losses and contributed £133,254 to the surplus in the year. This has significantly strengthened the organisation's reserves, as explained in 4.3 below.
- 4.2.4 This was a significant improvement on the previous year when delays in reaching agreement with Aberdeen City Council on funding levels for contracted services had caused delays in reductions of expenditure and increased costs due to the resultant reorganisation and termination costs.

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4.3. Reserves Policy

- 4.3.1 As a charity, The Cyrenians operate several projects. Some of these are funded in whole or in part by grant funding. However, a significant level of fundraising is required to subsidise many projects.
- 4.3.2 In recent years we have endeavoured to increase reserves but this was always difficult as reserves can only increase if a surplus is made in the year, and our main sources of income are restricted to fund specific expenditure. However, as a result of the surplus arising during the year, for the reasons noted in 4.2 above, total consolidated reserves increased to £517,823 representing 23% of annual expenditure. This is 2.8 months of annual expenditure representing a healthier basis for the organization.
- 4.3.3 The levels of the various designated funds and restricted funds and their purposes are set out in Note 18 to the accounts. The Council of Management continues to review the adequacy of reserves on a regular basis.

5. PLANS FOR FUTURE PERIODS

- 5.1. The Cyrenians now have greater security with regard to funding for the next three years, and we are developing a strong working partnership partnership with Aberdeen City Council with a view to ensuring that we are able to achieve an optimum level of efficiency and effectiveness in the services which we provide.
- 5.2. We continue to be grateful for the ongoing commitment and loyalty of our staff. and note that it is the staff who work in the front line seeking to achieve the goals and objectives of the organisation. We would also wish to record our appreciation of the numerous volunteers who are also instrumental in caring for some of the most vulnerable people in the city.

6. RESULTS FOR THE YEAR

The net movement in funds for the year amounted to £346,313 (2010, £(211,444)); of this £72,619 is attributable to restricted funds, £216,429 is attributable to designated funds and £57,265 is attributable to unrestricted funds.

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7. DIRECTORS

The Directors of the organisation who held office were:

Dr J. Love

Mr W Campbell

Mr D. Fraser

Mrs S. Taylor

Dr N. Williams

Mr J. Burchill

Mr W. Clark

Mr J. Greiling

Dr W. MacPherson

Mr J. N. Maclean

Mr Lindsay Knight

Resigned 06.10.10

Appointed 03.02.10

Appointed 24.11.10

No Directors are due to retire at the next AGM. Directors are appointed by the members of the company and are removed in the same way.

Members of the charitable company guarantee to contribute an amount not exceeding £1 to the assets of the charitable company in the event of winding up. The total number of such guarantees at 31 March 2011 was 103.

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8. CHANGES IN FIXED ASSETS

The movements in fixed assets are set out in Note 13.

9. COMMITMENTS

The company's commitments under operating leases are set out in Note 20 to the financial statements.

10. RESPONSIBILITIES OF THE MEMBERS OF THE COUNCIL

- 10.1. The members of the Council are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice. Company law requires the members of the Council to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company at the end of the year and of the surplus or deficiency for the year then ended.
- 10.2. In preparing those financial statements, the members of the Council are required to select suitable accounting policies, as described on pages 20 – 22, then apply them on a consistent basis, making judgements and estimates that are prudent and reasonable. The members of the Council must also prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.
- 10.3. The members of the Council are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 2006. The members of the Council are also responsible for safeguarding the assets of the company and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

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10.4. In so far as the members of the Council are aware:

- There is no relevant audit information of which the company's auditors are unaware: and
- The members of the Council have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

By order of the Council

Nicholas Williams
Chairperson

Lindsay Knight
Treasurer

62 Summer Street
ABERDEEN
AB10 1SD

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ABERDEEN CYRENIANS LIMITED

INDEPENDENT AUDITORS REPORT

TO THE MEMBERS AND DIRECTORS

We have audited the group and parent company financial statements of Aberdeen Cyrenians Limited for the year ended 31 March 2010 which comprise the Statement of Financial Activities, the Consolidated Balance Sheet, the Parent Company Balance Sheet, and the related notes. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.

This report is made solely to the company's directors and members, as a body, in accordance with Chapter 3 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's directors and members 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 company and the company's directors and members as a body, for our audit work, for this report, or for the opinions we have formed.

RESPECTIVE RESPONSIBILITIES OF THE DIRECTORS AND THE AUDITOR

The responsibilities of the council members, (who are the directors of the charity for the purposes of company law) for preparing the Directors' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and for being satisfied that the financial statements give a true and fair view are set out in the Statement of Responsibilities of the Members of the Council.

We have been appointed as auditors under section 44 (1)(c) of the Charities and Trustee Investment (Scotland) Act 2005, under the Companies Act 2006, and Regulation 8 of the Charities Accounts (Scotland) Regulations 2006, and report to you in accordance with those Acts.

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

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, and have been prepared in accordance with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and Regulation 8 of the Charities Accounts (Scotland) Regulations 2006, and whether the information given in the Trustees Annual Report is consistent with the financial statements.

In addition we report to you if, in our opinion, the charity has not kept proper accounting records, if the charity's financial statements are not in agreement with these accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding directors' remuneration and transactions with the charity and other members of the group is not disclosed.

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

ABERDEEN CYRENIANS LIMITED

INDEPENDENT AUDITORS REPORT

TO THE MEMBERS AND DIRECTORS

BASIS OF OPINION

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgments made by the trustees in the preparation of the financial statements, and of whether the accounting policies are appropriate to the charity's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

OPINION

In our opinion:

- the group financial statements give a true and fair view of the state of the affairs of the group and the parent company as at 31 March 2010 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- the financial statements have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- the financial statements have been prepared in accordance with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 6 and 8 of the Charities Accounts (Scotland) Regulations 2006;
- the information given in the Directors' Report is consistent with the financial statements.

GRAEME PYLE MA CA

Senior Statutory Auditor

For and on behalf of WILLIAMSON & DUNN, Statutory Auditors

WILLIAMSON & DUNN is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

3 West Craibstone Street

Aberdeen

AB11 6YW

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**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (Including
Income and Expenditure Account)**

FOR THE YEAR ENDED 31 MARCH 2011

	Notes	Unrestricted Funds £	Designated Funds £	Restricted Funds	Total 2011 £	Total 2010 £
Incoming resources						
Incoming resources from generated funds						
Voluntary income	3	107,966	-	14,561	122,527	116,816
Activities for generating funds	4	36,581	-	-	36,581	68,365
Investment income	5	1,492	3,370	32	4,894	104
Incoming resources from charitable activities						
Grants for projects	6	-	-	1,881,256	1,881,256	2,190,889
Service charges		-	-	111,073	111,073	114,419
Iceberg CIC trading activity		-	-	70,638	70,638	54,568
Secondment and other income		7,343	-	-	7,343	14,555
Surplus on disposal of property		-	213,059	-	213,059	-
Total Incoming resources		<u>153,382</u>	<u>216,429</u>	<u>2,077,560</u>	<u>2,447,371</u>	<u>2,559,716</u>
Resources expended						
Costs of generating funds						
Costs of generating voluntary income		10,946	-	8,095	19,041	20,643
Charitable activities						
Residential services	7	32,162	-	1,390,912	1,423,074	1,377,545
Community services	7	11,802	-	605,934	617,736	1,307,572
Governance	8	41,207	-	-	41,207	62,316
Total resources expended		<u>96,117</u>	<u>-</u>	<u>2,004,941</u>	<u>2,101,058</u>	<u>2,768,076</u>
Net incoming/(outgoing) resources before transfers	9	57,265	216,429	72,619	346,313	(208,360)
Corporation tax	12	-	-	-	-	(3,084)
Transfers						
Gross transfers between funds	11	-	-	-	-	-
Net movement in funds		<u>57,265</u>	<u>216,429</u>	<u>72,619</u>	<u>346,313</u>	<u>(211,444)</u>
Reconciliation of Funds						
Total funds brought forward		<u>132,717</u>	<u>-</u>	<u>38,793</u>	<u>171,510</u>	<u>382,954</u>
Total funds carried forward		<u>189,982</u>	<u>216,429</u>	<u>111,412</u>	<u>517,823</u>	<u>171,510</u>
		=====	=====	=====	=====	=====

The statement of financial activities includes all gains and losses in the year.

All incoming resources and resources expended derive from continuing activities.

ABERDEEN CYRENIANS LIMITED

CONSOLIDATED BALANCE SHEET AT 31 MARCH 2011

	<u>Notes</u>	2011 £	2010 £
Fixed assets			
Tangible assets	13	88,947	206,162
		<hr/>	<hr/>
Current assets			
Debtors	15	72,572	158,771
Cash at bank and in hand		622,049	264,169
		<hr/>	<hr/>
		694,621	422,940
Creditors: amounts falling due within one year	16	265,745	457,592
		<hr/>	<hr/>
Net current assets/(liabilities)		428,876	(34,652)
		<hr/>	<hr/>
Total assets less current liabilities		517,823	171,510
Creditors: amounts falling due after more than one year	16	-	-
		<hr/>	<hr/>
Net assets		517,823	171,510
		=====	=====
Fund			
Unrestricted funds: General funds		189,982	132,717
		<hr/>	<hr/>
Designated funds:			
Community		-	-
Property reserve fund		216,429	-
		<hr/>	<hr/>
		216,429	-
		<hr/>	<hr/>
Restricted funds		111,412	38,793
		<hr/>	<hr/>
	18	517,823	171,510
		=====	=====

These financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006 and with the Statement of Recommended Practice "Accounting and Reporting for Charities", issued in March 2005, (SORP 2005).

The financial statements on pages 17 to 32 were approved by the Members of the Council on 2nd November 2011 and were signed on its behalf by:

Jeremy Burchill
Chairperson

Company Registration Number SC014849

ABERDEEN CYRENIANS LIMITED

BALANCE SHEET AT 31 MARCH 2011

	<u>Notes</u>	2011 £	2010 £
Fixed assets			
Tangible assets	13	86,369	206,162
Investments	14	100	100
		<hr/>	<hr/>
		86,469	206,262
		<hr/>	<hr/>
Current assets			
Debtors	15	97,585	159,557
Cash at bank and in hand		570,653	230,236
		<hr/>	<hr/>
		668,238	389,793
Creditors: amounts falling due within one year	16	261,640	449,298
		<hr/>	<hr/>
Net current assets/(liabilities)		406,598	(59,505)
		<hr/>	<hr/>
Total assets less current liabilities		493,067	146,757
		<hr/>	<hr/>
Creditors: amounts falling due after more than one year	16	-	-
		<hr/>	<hr/>
Net assets		493,067	147,757
		<hr/>	<hr/>
		=====	=====
Funds			
Unrestricted funds: General funds		204,019	146,757
		<hr/>	<hr/>
Designated funds:			
Community		-	-
Property reserve fund		216,429	
		<hr/>	<hr/>
		-	-
		<hr/>	<hr/>
Restricted funds		72,619	-
		<hr/>	<hr/>
	18	493,067	146,757
		<hr/>	<hr/>
		=====	=====

These financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006 and with the Statement of Recommended Practice "Accounting and Reporting for Charities", issued in March 2005, (SORP 2005).

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ABERDEEN CYRENIANS LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2011

1 Principal Accounting Policies

The financial statements have been prepared under the historical cost convention and in accordance with the Companies Act 2006 and follow the recommendations in Accounting and Reporting by Charities: Statement of Recommended Practice issued in March 2005, (SORP 2005).

Basis of consolidation

The consolidated financial statements incorporate the financial statements of the company and all the group undertakings. These are adjusted, where appropriate, to conform to group accounting policies. Acquisitions are accounted for under the acquisition method and goodwill on consolidation is capitalised and written off over five years from the year of acquisition. The results of companies acquired or disposed of are included in the statement of financial activities after or up to the date that control passes respectively. As a consolidated statement of financial activities is published, a separate statement of activities for the parent company is omitted from the group financial statements by virtue of section 408 of the Companies Act 2006, and paragraph 397 of SORP 2005.

Incoming resources

Income is recognised in the period in which the company is entitled to receipt and the amount can be measured with reasonable certainty. Income is deferred only when the charity has to fulfil conditions before becoming entitled to it or where the donor has specified that the income is to be expended in a future period.

Grants, including grants for the purchase of fixed assets, are recognised in full in the Statement of Financial Activities in the year in which they are receivable.

Legacies are included when the money is received.

Gifts in kind represents donated goods for use by projects. These are included at market value when received.

Resources expended

Resources expended are recognised on an accruals basis as a liability in the period in which they are incurred.

Costs of generating funds comprise those costs directly attributable to organising fundraising events and administering donations received.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.

ABERDEEN CYRENIANS LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2011

1 Principal Accounting Policies (continued)

Resources expended (continued)

All costs are allocated between the expenditure categories of the SoFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned in line with funding provisions and budgeted deficits as per note 8.

Fixed assets

Freehold land and buildings, leasehold improvements and furnishings and equipment are stated in the balance sheet at cost less depreciation. Items of equipment are capitalised where the purchase price exceeds £1,000.

Depreciation

Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life.

Freehold buildings	over 50 years
Leasehold improvements	over the length of the lease
Furnishings and equipment	between 3 and 5 years

Land is not depreciated.

Investments

Investments held as fixed assets are valued at cost rather than market value because the difference is immaterial. Provision is made for any permanent diminution of value below cost.

Funds

Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general funds.

Designated funds are set aside by the members of the council out of unrestricted general funds for specific future purposes or projects.

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs.

Pension costs

The company operates a defined benefit pension scheme for employees. The assets of the scheme are held separately from those of the company. The contributions to the scheme are charged to the income and expenditure account so as to spread the cost of pensions over the service lives of employees. Variations from the regular costs are spread over the average expected remaining working lives of current members in the scheme.

ABERDEEN CYRENIANS LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2011

1 Principal Accounting Policies (continued)

Cash flow statement

The company qualifies as a small company under the terms of section 383 of the Companies Act 2006. As a consequence, it is exempt from the requirement to publish a cash flow statement.

Operating leases

Costs in respect of operating leases are charged on a straight line basis over the lease term to the SoFA.

2 Related Party Transactions

The company received funding of £Nil (2010 - £68,897) from Aberdeenshire Council of which Sheena Taylor and William Clark are employees. At the year-end £Nil (2010 - £11,189) was due from Aberdeenshire Council.

The company received student placement income of £4,200 from Robert Gordon University, of which Dr J Love and Mr J N Maclean are employees.

The directors were not paid or reimbursed expenses during the year and received no remuneration.

ABERDEEN CYRENIANS LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2011

3 Voluntary income

	Unrestricted	Restricted	2011	2010
	£	£	Total	Total
	£	£	£	£
General donations	66,205	14,561	80,766	94,229
Legacies	26,551	-	26,551	2,681
Donations in kind	15,210	-	15,210	19,906
	<u>107,966</u>	<u>14,561</u>	<u>122,527</u>	<u>116,816</u>

4 Activities for generating funds

	Unrestricted	Restricted	2011	2010
	£	£	Total	Total
	£	£	£	£
Fundraising events	<u>36,581</u>	<u>-</u>	<u>36,581</u>	<u>68,365</u>

5 Investment income

	Unrestricted	Restricted	2011	2010
	£	£	Total	Total
	£	£	£	£
Bank interest receivable	<u>4,862</u>	<u>32</u>	<u>4,894</u>	<u>104</u>

All of the investment income arises from interest bearing bank accounts.

ABERDEEN CYRENIANS LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2011

6 Incoming resources from charitable activities

Grants for projects	Unrestricted	Restricted	2011	2010
	£	£	Total	Total
	£	£	£	£
Residential and Community Services				
Aberdeen City Council – grants	-	1,476,515	1,476,515	1,502,454
Aberdeen City Council – contracts	-	187,953	187,953	413,915
Scottish Executive – grantS	-	90,117	90,117	48,112
Aberdeenshire Council – grants	-	-	-	68,897
Aberdeenshire Council – contracts	-	(611)	(611)	8,554
Other Grants;				
Scottish Council Voluntary				
Organisations – contract	-	-	-	-
Scottish Executive – training grant		8,000	8,000	-
Fairer Scotland Fund		8,675	8,675	-
Community Scotland (Iceberg) - grants	-	28,000	28,000	45,555
Aberdeen Foyer - contract	-	-	-	-
Grampian NHS – grants	-	82,607	82,607	103,402
	<u>-</u>	<u>1,881,256</u>	<u>1,881,256</u>	<u>2,190,889</u>
	=====	=====	=====	=====

7 Analysis of charitable expenditure

Resources expended	Residential	Community	2011	2010
	£	£	£	£
Salaries	912,975	498,150	1,411,125	2,023,634
Staff costs (travel, subsistence, recruitment)	10,567	6,846	17,413	20,670
Premises	197,955	20,888	218,843	187,314
Maintenance	33,506	8,190	41,696	36,397
Replacement/new items	5,447	1,176	6,623	6,530
Housekeeping	97,552	20,687	118,239	147,665
Food	59,268	2,327	61,595	84,105
IT costs	12,765	6,001	18,766	33,479
General operating costs	58,096	33,882	91,978	69,695
Depreciation	17,788	7,458	25,246	42,542
Client related expenses	-	-	-	4,434
Amenities	17,155	12,131	29,286	28,652
	<u>1,423,074</u>	<u>617,736</u>	<u>2,040,810</u>	<u>2,685,117</u>
	=====	=====	=====	=====

ABERDEEN CYRENIANS LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2011

8 Analysis of support for charitable activities

Support costs are allocated in line with funding provisions and budgeted deficits (Residential 71.37%, Community 28.63%).

	Residential £	Community £	Governance £	2011 £	2010 £
General admin staff & Operating costs	114,712	46,017	30,906	191,635	245,272
VAW Project Staff	-	-	-	-	34,440
External audit	-	-	8,225	8,225	7,590
Legal and other professional fees	-	-	1,576	1,576	30,830
C of M Training	-	-	500	500	-
Staff costs (travel, subsistence, recruitment)	8,873	3,560	-	12,433	11,060
Premises	27,678	11,103	-	38,781	15,140
Maintenance	20,218	8,110	-	28,328	11,069
Replacement/new items	2,524	1,013	-	3,537	2,778
Housekeeping	20,125	8,073	-	28,198	33,779
Food	1,052	422	-	1,474	1,924
IT costs	12,683	5,088	-	17,771	33,479
Depreciation	17,788	7,157	-	24,945	32,196
General operating costs	23,167	9,272	-	32,439	177
Expenditure on Clients	-	-	-	-	131
Amenities	11,368	4,560	-	15,928	9,317
	<u>260,188</u>	<u>104,375</u>	<u>41,207</u>	<u>405,770</u>	<u>469,182</u>
	=====	=====	=====	=====	=====

9 Net (outgoing) / incoming resources for the year

	2011	2010
This is stated after charging:		
Depreciation	25,267	42,542
Operating Leases		
Plant and Machinery	8,388	14,301
Land & Buildings	138,823	140,726
Indemnity Insurance	1,575	1,575
Auditors' remuneration - as auditors	8,225	7,590
For non-audit services	-	-
	=====	=====

No expenses were reimbursed to Members of the Council during the year (2010 -£nil)

ABERDEEN CYRENIANS LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2011

10 Employees

The average number of full-time employees (including casual and part-time staff) during the year was:

	2011	2010
Residential projects	29	37
Community projects	9	40
Support staff	10	14
Contract	5	16
	<hr/> 53	<hr/> 107
	=====	=====
Staff costs		
Wages and salaries	1,226,309	1,730,729
Social security costs	88,631	123,673
Other pension costs	127,092	193,128
	<hr/> 1,442,032	<hr/> 2,047,530
	=====	=====

11 Transfers between funds

£137,665 was transferred from the Unrestricted Reserves to Restricted Reserves in 2010. No transfers were made in 2011.

12 Corporation Tax

Corporation tax is calculated at 21% on the profit of the subsidiary company. No provision for corporation tax is required on the results for the parent company, as it has been granted charitable status by the Inland Revenue.

ABERDEEN CYRENIANS LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2011

13 Tangible fixed assets

Group	Freehold Land and Buildings	Leasehold Improvements	Furnishings And Equipment	Total
Cost	£	£	£	£
At 1 April 2010	178,000	139,380	213,640	531,020
Additions	-	-	42,437	42,437
Disposals	(178,000)	-	(91,515)	(269,515)
	<hr/>	<hr/>	<hr/>	<hr/>
At 31 March 2011	-	139,380	164,562	303,942
	<hr/>	<hr/>	<hr/>	<hr/>
Depreciation				
At 1 April 2010	42,720	82,444	199,694	324,858
Charge for year	895	12,677	11,695	25,267
On Disposals	(43,615)	-	(91,515)	(135,130)
	<hr/>	<hr/>	<hr/>	<hr/>
At 31 March 2011	-	95,121	119,874	214,995
	<hr/>	<hr/>	<hr/>	<hr/>
Net Book Value				
At 31 March 2011	-	44,259	44,688	88,947
	=====	=====	=====	=====
At 31 March 2010	135,280	56,936	13,946	206,162
	=====	=====	=====	=====
Parent	Freehold Land and Buildings	Leasehold Improvements	Furnishings And Equipment	Total
Cost	£	£	£	£
At 1 April 2010	178,000	134,863	187,061	499,924
Additions	-	-	39,537	39,537
Disposals	(178,000)	-	(91,515)	(269,515)
	<hr/>	<hr/>	<hr/>	<hr/>
At 31 March 2011	-	134,863	135,081	269,946
	<hr/>	<hr/>	<hr/>	<hr/>
Depreciation				
At 1 April 2010	42,720	77,928	173,115	293,763
Charge for year	895	12,677	11,373	24,945
On Disposals	(43,615)	-	(91,516)	(135,131)
	<hr/>	<hr/>	<hr/>	<hr/>
At 31 March 2011	-	90,605	92,970	183,577
	<hr/>	<hr/>	<hr/>	<hr/>
Net Book Value				
At 31 March 2011	-	44,258	42,111	86,369
	=====	=====	=====	=====
At 31 March 2010	135,280	56,936	13,946	206,162
	=====	=====	=====	=====

ABERDEEN CYRENIANS LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2011

14 Investments

	2011 Parent £	2010 Parent £
Unlisted Investments at cost	<u>100</u>	<u>100</u>

During 2008, the company acquired all of the share capital in Iceberg (Aberdeen) C.I.C. Accounts are prepared as a separate entity as well as consolidated accounts for the group.

15 Debtors

	2011 Group £	2010 Group £	2011 Parent £	2010 Parent £
Other debtors	45,829	140,159	35,954	132,821
Amounts owed by group undertaking	-	-	34,888	8,124
Prepayments and accrued income	26,743	18,612	26,743	18,612
	<u>72,572</u>	<u>158,771</u>	<u>97,585</u>	<u>159,557</u>

16 Creditors

	2011 Group £	2010 Group £	2011 Parent £	2010 Parent £
Amounts falling due within one year:				
Current instalments due on bank loan	-	64,103	-	64,103
Trade creditors	52,182	27,870	51,390	23,762
Accruals and deferred income	188,704	329,049	186,209	329,174
Other taxation and social security payable	24,859	36,570	24,041	32,259
	<u>265,745</u>	<u>457,592</u>	<u>261,640</u>	<u>449,298</u>
Amounts falling due after more than one year:				
Bank loans repayable between two and five years	-	-	-	-
Bank loans repayable after five years	-	-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

ABERDEEN CYRENIANS LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2011

16 Creditors (continued)

The maturity profile of the company's financial liabilities, other than short-term creditors such as trade creditors and accruals, at 31 March 2011 was:

	2011 Group	2010 Group	2011 Parent	2010 Parent
	£	£	£	£
Repayable -	-	-	-	-
Within 1 year, or on demand	-	64,103	-	64,103
Between 1 and 2 years	-	-	-	-
Between 2 and 5 years	-	-	-	-
	<u>-</u>	<u>64,103</u>	<u>-</u>	<u>64,103</u>

Included within bank loans in the year to 31 March 2010, was a 100% loan to purchase the property at 106 Crown Street, Aberdeen. During the year to 31 March 2011, the property was sold and the loan repaid, cancelling the standard security.

The bank holds a standard security over the property.

17 Analysis of net assets between funds

Group	Unrestricted Funds			Restricted Funds	Total £
	General Funds £	Designated Funds £			
Fund balances at 31 March 2011 are represented by:					
Tangible fixed assets	88,947	-	-		88,947
Current assets	366,780	216,429	111,412		694,621
Current liabilities	(265,745)	-	-		(265,745)
Liabilities due after one year	-	-	-		-
	<u>189,982</u>	<u>216,429</u>	<u>111,412</u>		<u>517,823</u>

Parent	Unrestricted Funds			Restricted Funds	Total £
	General Funds £	Designated Funds £			
Fund balances at 31 March 2011 are represented by:					
Tangible fixed assets	86,469	-	-		86,469
Current assets	379,190	216,429	72,619		668,238
Current liabilities	(261,640)	-	-		(261,640)
Liabilities due after one year	-	-	-		-
	<u>204,019</u>	<u>216,429</u>	<u>72,619</u>		<u>493,067</u>

ABERDEEN CYRENIANS LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2011

18 Movement in funds (continued)

Parent	At 1 April 2010 £	Incoming Resources £	Outgoing Resources £	Transfers £	At 31 March 2011 £
Unrestricted funds:					
General funds	146,757	180,143	(122,881)	-	204,019
Designated funds:					
Property reserve	-	216,429	-	-	216,429
	<u>146,757</u>	<u>396,572</u>	<u>(122,881)</u>	<u>-</u>	<u>420,448</u>

Purposes of designated funds

Property reserve Funds set aside to cover future purchases of property.

	At 1 April 2010 £	Incoming Resources £	Outgoing Resources £	Transfers £	At 31 March 2011 £
Restricted funds:					
Capital replacement	-	-	-	-	-
Residential and Community services	-	2,005,624	(1,933,005)	-	72,619
Total restricted funds	<u>-</u>	<u>2,005,624</u>	<u>(1,933,005)</u>	<u>-</u>	<u>72,619</u>
Total funds	<u>146,757</u> =====	<u>2,402,196</u> =====	<u>(2,055,886)</u> =====	<u>-</u> =====	<u>493,067</u> =====

Purposes of restricted funds

Capital replacement fund Capital grants are received in the fund and future depreciations of assets purchased using restricted funds are to be charged to the fund.

Residential and
Community services The fund is to provide residential and community services.

ABERDEEN CYRENIANS LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2011

19 Pension commitments

Aberdeen Cyrenians Limited participates in the Aberdeen City Council Pension Fund, which is a part of the Local Government Pension Scheme (Scotland), a multi-employer scheme. The LGPS is a defined benefit scheme.

Under the Aberdeen City Council Pension Fund the contribution rate required for Aberdeen Cyrenians Ltd is set on a grouped basis, combining the experience of the employer with other employers also participating in the Fund. The actuaries to the scheme have advised that the assets and liabilities of the Fund are not separately identified between the various employers participating as part of the triennial actuarial valuations. As a result Aberdeen Cyrenians Ltd is unable to identify its relevant share of the underlying assets and liabilities in the Fund on a consistent and reasonable basis. In line with this, the treatment in these accounts has been drawn up in accordance with FRS17 on the basis that the pension cost is accounted for as a defined contribution scheme.

Information about the overall funding position of the Aberdeen City Council Pension Fund was provided by the actuary to the Fund in his report dated 26 March 2009 on the actuarial valuation of the Scheme as at 31 March 2008. That valuation showed that the overall funding position of the Scheme as a whole was 83%, the deficit being £372.3 million. The contributions payable by the employers are based on the position of the Fund as a whole, which is reassessed at each triennial valuation, in line with the Administering Authority's Funding Strategy Statement. The employer's contribution will increase from 17.1% of pensionable pay in the current year to 19.1% in the year to 31 March 2010, 19.2% in the year to 31 March 2011 and 19.3% in the year to 31 March 2012.

The next actuarial valuation of the Aberdeen City Council Pension Fund is being carried out with an effective date of 31 March 2011, with revised contribution rates being effective from 1 April 2012.

20 Financial Commitments

At 31 March 2011 the company had annual commitments in respect of non-cancellable operating leases, as follows:

Group and Parent	2011		2010	
	Land and Buildings	Other	Land and Buildings	Other
	£	£	£	£
Expiring less than one year	138,940	9,304	-	11,941
Expiring between two and five years				
Inclusive	86,675	27,913	109,504	-
Expiring in over five years	36,200	9,304	31,222	564
	261,815	46,521	140,726	12,505
	=====	=====	=====	=====