

Wild Oxfordshire

Wild Oxfordshire

Trustees' report and financial statements 1st April 2019 to 31st March 2020

Company number 06828051

Charity number 1131540

Wild Oxfordshire

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Legal and Administrative Information

Trustees/Company Directors

Sian Liwicki (re-elected 23rd November 2017)
Victoria Robinson (re-elected 31st January 2019)
Ian Curtis (re-elected 31st January 2019)
Rob Dance (Treasurer) (re-elected 31st January 2019)
Chris Cousins (re-elected 3rd December 2015)
Nick Mottram (re-elected 4th December 2019)
Helen Marshall (resigned 4th December 2019)
Mike Pollard (resigned 18th March 2020)
Dave Woodwark (elected 5th December 2018)
Nick Rowe (elected 11th September 2019)

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Charity number 1131540 (registered 9th September 2009)
Company number 06828051 (registered 24th February 2009)
Registered Office: Manor House, Little Wittenham, Abingdon OX14 4RA
Independent Examiner: Certax Accounting, Creek End, Burcot, Abingdon OX14 3DJ
Bank: CAF Bank Ltd., P.O.Box 289, West Malling, Kent ME19 4TA
Investment Manager: CCLA Investment Management Ltd, 85 Victoria St, London EC4V 4ET
Contact: Clare Mowbray, Manor House, Little Wittenham, Abingdon, Oxon OX14 4RA
Number of employees: 2
Web Site: www.wildoxfordshire.org.uk

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Trustees' Annual Report

Structure, Governance and Management

Wild Oxfordshire is incorporated as a company limited by guarantee and governed by Memorandum and Articles.

The Trustees are elected by the members of the charity at the Annual General Meeting (AGM) each year with one third standing down each year but eligible for re-election indefinitely. The Chair of Trustees is appointed by the Board from time to time.

The Board of Trustees

Wild Oxfordshire's Board of Trustees has an upper limit of 12 to enable the broad partnership that is the core of the charity's purpose to be fully represented. Development of the Board is seen as an ongoing process, with review of representation and skills carried out in response to vacancies as they arise, and a more structured skills audit carried out periodically. New Trustees are given an induction into the work and policies of the Charity.

The trustees retain authority and decision-making powers in respect of the key areas of Wild Oxfordshire's activities. The day to day administration of activities were during the year under review delegated to the team as a whole, although since the year-end a Director has been appointed who, subject to matters which continue to be retained by the trustees, now takes overall executive leadership of activities.

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Chairman's Report 2019/20

As I look back at the financial year, I am once again delighted and astonished by the progress made by our talented but a modestly sized team. It gives me great pleasure to highlight the successes that have emerged from their dedication and innovation. Wild Oxfordshire's momentum was such that it was hugely frustrating that we had to pause in mid-flow in March 2020, albeit momentarily, to take stock of our staff's welfare and our place in the local ecosystem in the face of the pandemic juggernaut. The team has kept safe, busy and working.

What do I highlight and what do I leave unsaid? In one year, we have made great strides towards achieving our strategic plan to engage with key partners in shaping a shared vision for the county. This has happened through the careful curation of exemplary and practical projects, as well as reaching out, sharing information and consensus building. We continue to occupy a unique place in Oxfordshire, having the flexibility to take an overview of the challenges in the county and helping shape the most appropriate responses, whether that be coordinating strategic planning, supporting volunteer groups or pioneering approaches to environmental management.

Conservation Target Areas (CTAs)

The CTAs identify where the greatest concentration of high-quality habitats and priority species are in Oxfordshire, and the spaces linking these hotspots. As their names suggest, these map out parts of the county where pro-active conservation efforts are more likely to reap rewards.

The annual stock-take of the CTAs preserves its effectiveness as a decision-making tool for our conservation partners and local planning authorities across the county. As custodians of the CTA process, we collate data on conservation management produced by over 20 NGOs. This information is jointly examined to monitor progress, revise borders and refine descriptions of the habitats. This year;

- 2 new CTAs were designated (Ardley & Upper Heyford and North Cherwell).
- All CTA maps were updated to reflect changes in designation and habitat classification.
- We organised the bi-annual CTA meeting with 17 partners attending. It included a field trip to Berrycroft Hub, kindly hosted by Dung Beetle expert Sally-Ann Spence.

All maps & descriptions can be accessed on our website. <https://www.wildoxfordshire.org.uk/biodiversity/conservation-target-areas/oxfordshires-ctas-to-download/>

Nature Recovery Network (NRN)

To achieve nature's recovery and a better quality of life for all, Oxfordshire needs even larger areas where wildlife can flourish and where nature provides the range of ecosystem services we will need

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in the future. It logically follows that biodiversity must be factored into the Oxfordshire Plan 2050 which will determine the path of the county's future growth.

We worked with Thames Valley Environmental Records Centre (TVERC) and BBOWT to organise two workshops, involving over 70 attendees, to agree Oxfordshire's NRN approach.

The resultant NRN map created by TVERC and associated policies are now being used by the Oxfordshire Plan 2050 team to explore what an environmentally led strategy might look like. The next Oxfordshire Plan 2050 public consultation is scheduled for January 2021.

Community Ecology Project

Wild Oxfordshire has a proven track record of helping volunteer groups manage local green spaces for nature. These managed community areas are an invaluable physical link between better known nature reserves. They draw communities together in their enjoyment and deliver health and well-being benefits, which have been starkly highlighted in this pandemic. In 2019/20 funding was limited, but Wild Oxfordshire continued to support local groups, albeit at a reduced level. We achieved the following:

- Engagement of approximately 400 volunteers
- Visited and provided habitat management advice to over 18 groups including Local Environment Groups, churchyard groups and parish councils. This amounts to the management of approximately 394 Ha of woodland, grassland, and scrub
- A sample Churchyard Plan was published on our website.
- 6 general talks were made to the public and landowners
- Assisted in 1 Neighbourhood Plan and 2 Green Living Plans on incorporating pollinator friendly measures
- Engaged with younger audiences at 2 public fairs
- Reviewed and updated 2 management plans, using the State of Nature Report and CTAs to contextualise their efforts
- Improved the map showing all the Local Environment Groups on our website
- Contributed to TVERC Oxfordshire recorders conference by running a Thames WaterBlitz workshop, and continued to engage with expert recorders relevant to our own projects
- Bee Healthy Borders were planted at 3 Oxfordshire Surgeries – great for bees, patients and staff. This was followed up by pollinator identification classes for patients' groups. With thanks to partners TOE, Centre for Sustainable Health Care, Postcode Lottery, Smiths of Bletchington and Bumblebee Conservation Trust.
- Two press releases that hit the news plus 2 full coloured printed newsletters and several articles in email bulletin highlighting success
- Assessed 4 community wildlife projects for Trust for Oxfordshire's Environment grant giving.

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Evenlode Catchment Partnership (ECP) Projects

Much has been achieved through the ongoing efforts of 30 different NGOs, companies, research bodies and governmental organisations in this partnership. Wild Oxfordshire again provided chairmanship, coordination, communication and administrative support. In line with our charitable aims we continued to champion wildlife and habitat diversity at every level.

We also managed the high profile ECP Natural Flood Management (NFM) scheme, based at Milton Under Wychwood, which is now in its fourth year. This is one project where the experimental data and the research learning keep growing. Wild Oxfordshire is committed to sharing lessons learnt from this ground-breaking work with partners and locals.

This year's achievements include:

- Drone flights over NFM area dramatically recorded how our installed water storage solutions and tree planting were hugely effective in retaining water. Special thanks to Environment Agency and Atkins
- Organised a strategy meeting with 'More than Minutes' to create a graphic representation of our vision. We now have this in a banner format to publicise the ECP Vision; the process was funded by Thames Water
- A conference held at FarmEd (Honeydale Farm) focussed on Agricultural Soils. 50 People attended.
- Attracted extra new funding for partnership projects amounting to £9,000
- Outreach - Organised 6 visits to the NFM site for external visitors (including Robert Courts MP) and 2 for Wild Oxfordshire and its members
- Milton under Wychwood village have successfully maintained the trees and hedges in the parish field that are part of the NFM riparian planting.
- Agreed a new contract with HR Wallingford to design the next phase of NFM interventions whilst increasing the scope and funding for innovative modelling
- Brought on board 2 new landowners to develop more NFM interventions
- 3 PhD research projects are currently exploring how NFM measures, e.g. leaky woody dams, affect water quality, flows and invertebrate diversity. A fourth PhD project began to measure the use of coppice to intercept soil and nutrient runoff. Winter 2019/20 saw four high rainfall events which provided excellent extra data for these PhD projects as well as for validating the HR Wallingford model of these interventions.

Linking water quality to habitat quality

Wild Oxfordshire has worked with Earthwatch over many years to set up a network of citizen scientists who monitor nutrient levels in the Thames catchment, adding to the body of data collected by the Environment Agency and research scientists.

Wild Oxfordshire continued to support the Thames Water Blitz through:

- Publicity (e.g. in email bulletin and at Community events)
- Highlighting the impact of nitrate and phosphate levels on habitat quality

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- Drawing in more partners e.g. from the ECP region. Oxfordshire led the way in the 9th Waterblitz, collecting more samples than any other county.

The Elemental Glyme project supported Wootton Conservation Trust in purchasing fencing and a solar powered water trough to prevent cattle poaching the riverbank.

Additionally, we successfully delivered a 12-month water quality project with EarthWatch in the Evenlode area, involving local volunteers or Catchment Champions. Early signs from their monthly samplings indicate increases in nitrates and phosphates down stream of sewage treatment works.

Communications and consensus building

Communicating with our member organisations, as well as with influencers amongst the public, continues to underpin all our work. Communications and consensus building represent a Wild Oxfordshire USP and continue to be crucial in a sector that is remarkable in its breadth, ambition and degree of under-funding.

In January, Rewilding Chief Executive Rebecca Wrigley gave a fascinating visionary Annual Lecture to 50 people representing over 20 member organisations, triggering a discussion amongst many of the key experts about the future of Oxfordshire's countryside.

The Local Environment Groups Conference was planned for March but sadly had to be postponed. Unable to meet face-to-face, an advice page on Facebook was set up to help groups share ideas and ask questions.

In addition to meetings and conferences Wild Oxfordshire's:

- Facebook reaches almost 1,000 people on a weekly basis; Twitter has about 2,300 followers; Instagram has 390 followers
- Email bulletin goes out directly to 1,700 readers each month with news of our own and from partners e.g. the Oxford – Cambridge Expressway challenge mounted by BBOWT
- Website continues to inform our contacts of projects and news in Oxfordshire

Management

Whilst Wild Oxfordshire is fortunate to have a Board of committed and involved trustees, we have felt for some time that a Director was needed to take helm. Greater hands-on leadership was needed to steer the organisation and its wider partnership, to face new global challenges and seize fast-evolving opportunities. Conservative financial management over the last few years, determined fundraising, and a strategic look at our organisational structure, meant that we were able to recruit a part-time Director.

It is therefore with a sense of pride and optimism that I am able to announce the future arrival of Camilla Burrow to the post on a fixed term contract, which we hope to extend subject to securing

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funding. Camilla will join us from Thames Valley Environmental Records Centre where she was Director for almost ten years, and before that Ecologist Planner for Oxfordshire County Council. As Chairman, I am deeply indebted to my wonderful team of trustees for their time, expertise, efforts, support and candour through the years of my Chairmanship, which has now drawn to a close. I continue to be stay involved with Wild Oxfordshire and have every expectation that my fellow trustees will remain committed to this unique cause.

Even in these turbulent times, long-term funding is needed to ensure that our work can continue, especially in the context of unprecedented pressure on our beautiful and (currently) rural county. It just remains for me to thank all our partners and member organisations for engaging with us through the year, our donors and sponsors. Key donors include Cherwell District Council, Environment Agency, Infineum, Lucy Group, Oxfordshire County Council, Thames Water, West Oxfordshire District Council and Worton Kitchen Garden.

A handwritten signature in black ink, appearing to read 'Sian Liwicki', with a stylized flourish at the end.

Sian Liwicki
Chair of Wild Oxfordshire 2019-20

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Financial Review of the year ended 31st March 2020

Because of the level of turnover during the period 2019/20, the company is entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies. The directors nevertheless acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of accounts. So, these accounts have been prepared in accordance with the provisions applicable to companies subject to The Small Companies regime.

Comparative position

Overall, this year Wild Oxfordshire's expenditure increased by some £45,030 from £155,680 (2018/19) to £200,710. The larger share of this spend was in connection with the Evenlode Catchment partnership and most particularly on the Natural Flood Management element. Spending on our core charitable activities has however increased compared with the previous year reflecting an increase in Wild Oxfordshire's activity. Total income (£212,169) overall in 2019/20 was similar to the previous year (£216,475) but a greater proportion of that income (£103,312 compared with £68,944 in 2018/19) was not restricted to specific projects.

Unrestricted funds at the end of this financial year stood at just over £190,000. This strong position has been achieved because of our fundraising achievements against a relatively modest base spend. By comparison, total funds at the end of 2018/19 stood at £178,602. My thanks to all staff and to Sian Liwicki for a stupendous fundraising effort and the resultant generosity of donors in their financial support for the work of Wild Oxfordshire in 2019/20 (recognised elsewhere in this Report). Our resulting fairly strong financial position means that Wild Oxfordshire remains comfortably above its agreed £50,000 minimum reserves threshold. This continued relatively secure position has allowed us to invest in structural capacity for the future most particularly in the appointment of a company Director. Just as before, and even more so because of our increased staff costs, fundraising remains a priority if we are to continue to thrive as an organisation.

Trustees held the assets of the charity in accordance with their powers during the year. The trustees have absolute discretion to invest the funds of the charity. Our policy for the selection of investments for the charity has been to place at minimum 75% of surplus funds in fixed fund units with COIF via CCLA, and a COIF investment fund (listed equities). At the end of the financial year investments held amounted to £79,927 i.e. 42% total unrestricted funds, which is notably below the 75% set by our policy. Increased costs this year may reduce our overall balance, moving our investment percentage more in line with policy; but Trustees should consider whether a greater proportion of the balance might be beneficially invested.

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Reserves Policy

Our policy has been to maintain unrestricted reserves available at a minimum of £50,000. As Wild Oxfordshire's capacity grows, so does its costs albeit modestly, but it would be prudent to keep the reserves policy under review.

In a nutshell, Wild Oxfordshire's 2019/20 Financial position is:

- | | |
|---|-----------------|
| • Balance at start of year | £178,602 |
| • Expenditure | £200,710 |
| • Income | £210,879 |
| • Gains from investments (including revaluations) £ | 1,716 |
| • Total funds carried forward into 2020/21 | £190,487 |



Rob Dance
Hon Treasurer 2019-20

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Statement of Trustees' Responsibilities

Charity law requires trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity at the year end and of its incoming resources and resources expended during the year. In preparing those financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards and statements of recommended practice have been followed subject to any 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 charity will continue in business.

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

Independent Examiner

The Trustees have appointed CerTax Accounting to carry out the examination of these accounts, which exceed the threshold that requires independent examination under Charity Commission accounting rules. The trustees recommend that Certax Accounting remain in office until further notice.

This report was approved by the trustees on 16th September 2020 and signed on their behalf by

Nick Mottram
Chair of Wild Oxfordshire 2020-21

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Independent Examiner's Report

to the trustees on the unaudited financial statements of Wild Oxfordshire.

We report on the financial statements of Wild Oxfordshire for the year ended 31st March 2020 which comprise the statement of financial activities, balance sheet and related notes.

Respective responsibilities of trustees and examiner

As the charity trustees you are responsible for the preparation of the accounts, you consider that the audit requirements of section 43(2) of the Charities Act 1993 (the Act) does not apply. It is our responsibility to state, on the basis of procedures specified in the general Directions given by the Charity Commissioners under section 43(7)9b of the Act, whether particular matters have come to our attention.

Basis of Independent examiners' report

Our examination was carried out in accordance with the General Directions given by the Charity Commissioners and in accordance with the provisions in part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently we do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In our opinion the financial statements:

Give a true and fair view of the state of the charitable company's affairs as at 31st March 2020 and of its incoming resources and application of resources, including 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 and the statement of Recommended Practice for charities.

**Simon Oakland, CerTax Accounting
Independent Scrutineer**

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Wild Oxfordshire

Financial Statement

Statement of Financial Activities for the year ended 31st March 2020

		Unrestricted funds	Evenlode Project (ECP & NFM)	Total	Total
	Notes	2020 £	2020 £	2020 £	2019 £
INCOMING RESOURCES					
Incoming Resources from generated funds					
Voluntary income	2	102,022	108,857	210,879	216,075
Investment income	3	1,290	-	1,290	400
Other incoming resources		-	-	-	-
Total incoming resources		<u>103,312</u>	<u>108,857</u>	<u>212,169</u>	<u>216,475</u>
RESOURCES EXPENDED					
Cost of generating funds					
Fundraising	4	-	-	-	-
Charitable activities					
Communication and partnerships	5	88,206	111,784	199,990	154,960
Governance costs	6	720	-	720	720
Total resources expended		<u>88,926</u>	<u>111,784</u>	<u>200,710</u>	<u>155,680</u>
NET INCOMING/ (OUTGOING)		14,386	(2,927)	11,459	60,795
RESOURCES BEFORE TRANSFERS					
Transfers		-	-	-	-
Gross Transfers between funds					
Net incoming/(outgoing) resources before other recognised gains and losses		-	-	-	-
Gains/losses on investment assets	11	<u>428</u>		<u>428</u>	<u>7,324</u>
Net movement in funds		14,814	(2,927)	11,887	68,119
RECONCILIATION OF FUNDS					
Total funds brought forward from 2018-19		<u>175,673</u>	<u>2,927</u>	<u>178,600</u>	<u>110,481</u>
Total funds carried forward		<u>190,487</u>	=	<u>190,487</u>	<u>178,602</u>

The notes on pages 15 - 19 form an integral part of these financial statements

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Balance Sheet as at 31st March 2020

	<i>Notes</i>	2020 £	2019 £
Fixed assets			
Tangible assets	10	439	655
Investments	11	<u>79,927</u>	<u>79,499</u>
		80,366	80,154
Current assets			
Debtors	12	0	26,993
Cash at bank and in hand		<u>387,149</u>	<u>342,294</u>
		387,149	369,287
Liabilities			
Creditors: amounts falling due within one year	13	-277,028	(270,839)
Net current assets		190,487	178,602
Net Assets		<u>190,487</u>	<u>178,602</u>
Funds	15	190,487	178,602

The notes on pages 15 – 19 received form an integral part of these financial statements

The financial statements were approved by the Board of Trustees on 16th September 2020 and signed on its behalf by:



Rob Dance
(Hon. Treasurer)

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Notes to the Financial Statements

1.1. Accounting convention

The accounts are prepared under the historical cost convention, as modified by the revaluation of investments, and in compliance with applicable accounting standards. In preparing the accounts the company has followed best practice as laid down in the Companies Act 1985, the Charities Act 1993 and the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (Revised 2005). Where applicable, comparative figures have been restated to comply with SORP 2005, but these restatements have had no effect on the funds brought forward at the start of the year.

The charity has taken advantage of the exemption in FRS1 from the requirement to produce a cashflow statement because it is a small charity.

1.2. Incoming resources

Incoming resources are generally recognised on a receivable basis and are reported gross of related expenditure, where the amounts are reasonably certain and when there is adequate certainty of receipt.

The following specific policies are applied to particular categories of income:

- Voluntary income received by way of grants, donations and legacies is included in full in the Statement of Financial Activities when receivable. Gift Aid recoverable is accounted for in the same period as the related donation.
- Unrestricted funds can be spent on any of the organisation's charitable activities. Restricted funds must be spent on activities specified by the funder
- Legacies are recognised as income only when the charity becomes entitled to the income, receipt is certain, and the amount concerned is measurable.
- Grants (including grants for the purchase of fixed assets), where entitlement is not conditional on delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.
- Investment income is accounted for when receivable.
- Donated assets are included at the value to the charity where this can be quantified, and a third party is bearing the cost. Gifts donated for resale are included as income when they are sold.
- The value of services provided by volunteers has not been included.

1.3. Resources expended

Resources expended are accounted for on an accruals basis and gross of any related income. They are classified under headings that aggregate all costs related to the category. They are split according to restricted and unrestricted funds to enable us to report back to funders who have requested their donation be spent on specific activities. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with use of the resources.

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

Costs of charitable activities comprise direct expenditure including direct staff costs attributable to activities. Where costs cannot be directly attributed, they have been allocated to activities on a basis consistent with the use of resources.

Governance costs include those costs, such as statutory audit and legal and professional fees, associated with constitutional and statutory requirement

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1.4. Tangible fixed assets and depreciation

Depreciation is provided at rates calculated to write off the cost or valuation less residual value of each asset over its expected useful life, as follows:

Fixtures, fittings and equipment	-	20% reducing balance
I.T Equipment	-	33% reducing balance

1.5. Investments

Where there is a readily ascertainable market value, investments are shown at market value as at the year-end. In the absence of a readily ascertainable market value, investments are valued at cost. Movements in value are shown in the income and expenditure account.

1.6. Pensions

The pension costs charged in the financial statements represent the contribution payable by the charity during the year.

2. Voluntary income

	Unrestricted funds £	Evenlode Projects £	2020 £	2019 £
Donations	28,946	-	28,946	84,899
Grants	11,600	108,857	120,457	101,434
Subscriptions	768	-	768	880
Other	-	-	-	17,712
Cont O/Hs	33,875	-	33,875	11,150
Funds received from previous activities	26,833	-	26,833	-
Total	<u>102,022</u>	<u>108,857</u>	<u>210,879</u>	<u>216,075</u>

Gifts and services in kind

The trustees recognise that gifts and services in kind were an important contributor to the overall financial well-being of Wild Oxfordshire. The total value of help in kind including invaluable support of volunteers is conservatively estimated at £50,000.

3. Investment income

	Unrestricted funds £	Restricted funds £	2020 £	2019 £
Income from investments	600	-	600	400
Deposit interest	690.10	-	690.10	0.15
Other investment income	<u>0.12</u>	-	<u>0.12</u>	-
	<u>1,290.22</u>	-	<u>1,290.22</u>	<u>400</u>

4. Fundraising

We are constantly seeking new sources of funds.

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5. Costs of charitable activities

	Unrestricted	Evenlode Project	Total 2020	Total 2019
	£	£	£	£
Staff costs	46,195	33,875	80,070	88,612
Legal		-	-	-
Administration and Communications	11,294	1,174	12,458	4,376
Fundraising	-	-	-	1,051
Projects				
Environmental Strategy work	14,792	-	14,792	2,625
Community Ecologist Projects	15,935	-	15,935	2,347
Evenlode Catchment Work	-	22,153	22,153	2,098
Natural Flood Management	-	54,582	54,582	53,581
Total	<u>88,206</u>	<u>111,784</u>	<u>199,990</u>	<u>154,960</u>

6. Governance costs

	Unrestricted funds	Restricted funds	2020	2019
	£	£	£	£
Independent examination costs		-	720	720
		-	720	720

7. Operating gain

	2020	2019
	£	£
Operating gain is stated after charging:		
Depreciation and other amounts written off tangible assets	215	320

8. Employees

	2020	2019
Number of employees		
The average monthly number of employees during the year was:	2	4

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Employment costs

	Unrestricted	Evenlode	2020 £	2019 £
Wages & salaries	46,195	33,875	80,070	88,612

No trustee received any remuneration or expenses during the year 2019-20 - £Nil.

9. Pension costs

The company pays pension contributions to employees' personal pension schemes. The pension charge represents contributions due from the company and amounted to £3,787 (2019 - £8,267).

10. Tangible fixed assets

	Computer £	Fixtures and fittings and equipment £	Total £
Cost			
At April 1 2019	7,201	639	7,840
Addition	-	-	-
At 31 March 2020	7,201	639	7,840
Depreciation			
At April 1 2019	6,556	629	7,185
Charge for the year	213	2	215
At 31 March 2020	6,769	631	7,400
Net Book Values			
AT 31 March 2020	432	8	439
At 31 March 2019	645	9	654

11. Investments

	Listed investment £	Total £
Market value		
At 1 April 2019	79,499	74,499
Additions	-	-
Disposals	-	-

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Revaluations	428	428
At 31 March 2020		

Net book values		
At 31 March 2020	79,927	79,927
At 31 March 2019	79,499	79,499

Included in fixed asset investments are the following individual investments, which represent more than 5% of the total investment portfolio:

	2020	2019
	£	£
COIF Charities - Fixed Fund units	9,423	9,133
COIF Charities - Investment Fund units	70,504	70,366
	79,927	79,499

Investments at market value comprise:

	2020	2019
	£	£
UK – Listed equities	70,504	70,366
UK – Unlisted equities	1,680	1,680
UK – Securities	7,743	7,453
	79,927	79,499

The historical cost of investments at 31 March 2020 was £43,587 (no change)

12. Debtors

	2020	2019
	£	£
Trade debtors	-	26,993

13. Creditors: amounts falling due within one year

	2020	2019
	£	£
Trade creditors	4,344	3,599
Advanced income (NFM & ECP)	271,964	260,399
Other creditors	-	5,409
Accruals and deferred income	720	1,440
<u>Total</u>	277,028	270,839

14. All funds

	31 March 2019	Incoming	Outgoing	Gains/losses	TRFS	31 March 2020
	£	£	£	£		£
	178,600	212,169	200,710	428	-	190,487