

Annual Report & Accounts for year ended 31st March 2026



4 Barnes Croft, Coles Lane, Milborne St Andrew, Blandford Forum, Dorset, DT11 0LG

Tel: 01258 837071

Registered Charity No. 1158138



The Edward Gostling Foundation
Enhancing Quality of Life for People in Need



Brown & Brown



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Legal & Administrative Information

Status

Mosaic was registered with the Charity Commission on 7 June 2007 as an Unincorporated Association and converted to a CIO (Charitable Incorporated Organisation) on 1 April 2015 when the name was changed to Mosaic – Supporting Bereaved Children (Mosaic). It is governed by a constitution adopted on 6 August 2014. This was amended on 29 November 2024. The Charity Registration number is 1158138.

Charity Objects

- The preservation and protection of mental health and the relief of sickness caused by bereavement. In particular, but not exclusively, children who have suffered bereavement.
- To advance the education of professionals in the subject of bereavement.

Organisational Structure

Mosaic is managed and administered by a Management Team led by the Chief Executive Officer who was appointed by the Trustees. Further details of the organisational arrangements are given in the body of the report.

The Trustees serving during the year were as follows:

Dr Rollo Clifford (demitted in February 2026)
Cheryl Bellingham (demitted in May 2025)
Rowan Seymour
Jane Hinnrichs – Chair (from December 2024)
James Burleigh
Wendy Grassby
Nick Timms (from July 2025)
Caroline Banks (from September 2025)
Neil Cradock

Principal Office

4, Barnes Croft, Coles Lane, Milborne St Andrew, Blandford, Dorset, DT11 0LG

Independent Examiner

CB Reid, Wadebridge House, 16 Wadebridge Square, Poundbury, Dorchester, Dorset, DT1 3AQ

Bank

CAF Bank Ltd, 25 Kings Hill Avenue, Kings Hill, West Malling Kent, ME19 4JQ

Report of the Trustees

The Trustees present their report and the financial statements for the year ended 31 March 2026. The legal and administrative information set out on page two forms a part of this report. The financial statements comply with the current statutory requirements and the Charity's Constitution.

Principal activity

Mosaic is a regional, non-governmental, non-political, non-religious organisation, created as a charitable legal entity. The Constitution, which was amended in November 2024, defines the objectives set out on page two.

The aims of the charity are to provide a child-centred service which offers a pathway of support for bereaved children, young people, and their families and to offer support for those young people who are facing the death of a parent or significant other.

Trustees

The Trustees are named on page two and if they served for less than a year this is indicated.

The Constitution states that the charity must have a minimum of six trustees. Every future trustee is appointed after a majority vote by a resolution of the Trustees passed at a special meeting.

When appointing trustees, the charity shall consider the benefits of appointing the person who through residence, occupation, employment or otherwise has special knowledge of the area of benefit or is otherwise able by virtue of his or her personal or professional qualifications to make a contribution in pursuit of the objects or the management of the charity. Every new trustee receives in-house induction and New Trustee Training through the local Voluntary Services.

The Trustees meet quarterly and delegate the day-to-day management of the charity to the CEO, Jo Revill. Payments over £500 must be agreed by the Trustees and payroll is set up by the CEO and authorised by the Trustee responsible for finance.

Salaries are agreed by the Trustees and reviewed annually by the Remuneration Committee in February. Changes and proposals recommended by the CEO are discussed and agreed at a quarterly meeting.

During this year, the Board refreshed our vision, mission and values which are set out below:

Vision

Our vision is for no child or young person in Dorset to face bereavement alone.

Mission

Mosaic provides specialist support for bereaved children, young people and families through counselling, advice and resources. With us, they have a voice.

Values

We listen

We support children experiencing bereavement by encouraging open expression through professional counselling and relevant activity days and events.

We care

Grief touches everyone. We approach all our actions with compassion and understanding.

We are community-minded

We work with a diverse range of schools, communities and organisations to champion the needs of every child and young person with respect, professionalism, warmth and positivity.

We love what we do.

We are a skilled, experienced and committed team who constantly strive for excellence in everything we do.

Reserves policy

The Trustees have established a reserves policy in order:

- to meet contractual liabilities should the organisation have to close. This includes redundancy pay, amounts due to creditors and commitments under leases.
- to meet unexpected costs such as staff cover in the event of illness, maternity leave and parental leave, and legal costs defending the charity's interest.
- to replace equipment as it wears out.
- to ensure that the charity can continue to provide a stable and quality service to those who need them. Within this context to minimise recruitment, staff training, staff induction and marketing costs by avoiding the need for redundancies caused by financial fluctuations.
- to provide working capital when funding is paid in arrears.

From time to time, funding has certain restrictions which means that it must be held as restricted reserves until it is spent in line with the funding agreement as specified by the funder. The Trustees calculate the reserves as part of the charity's unrestricted income funds that are freely available after considering restricted funds, that have been earmarked for specific purposes.

Total funds of	£248,641
Less restricted funds	(£94,404)
Less expendable endowment	(£50,000)
Total Free Reserves	£104,237

Based on the Reserves Policy, £98,058 would be required in the event of closure.

The Trustees intend that restricted funds are spent within a reasonable period of receipt and therefore only foresee a need to maintain reserves sufficient to provide certainty of funding that will ensure the charity can continue to provide ongoing support to bereaved children and their families. Therefore, the target range for unrestricted reserves is four months of annual expenditure.

The reserves currently held are within our target range. These are reviewed quarterly during the year.

Staffing

Jo Revill as CEO is responsible for the day-to-day management of the charity overseeing administration, strategic planning, finance, referrals and fundraising. Staffing consisted, this year, of a senior management team headed by the CEO, and other members of staff working in referrals, events, bereavement cafes, administration and fundraising. The average number of staff during the year was 9 (5.8 FTE (Full Time Equivalent)). As at 31 March 2026, Mosaic employed 11 members of staff (7.1 FTE).

During this year we have engaged with IT and HR resources to provide additional support to the charity.

Self-employed counsellors work with Mosaic to provide specialist bereavement counselling across the county, and volunteers support our activities for children, young people and families and our fund-raising efforts. They undergo regular in-house training. All staff, self-employed practitioners, trustees and volunteers have enhanced DBS (Disclosure and Barring Service) checks.

Review of activities

Mosaic offers a range of services including:

- bereavement counselling
- telephone support for families, professionals and agencies working with young people
- advice to schools where there has been a bereavement
- bereavement cafes in Dorset schools
- grief education for teachers
- a day camp for children who have completed counselling
- family activity days and social events

A full review of the activities in the year can be found in the Management Team Report (pages 11-19).

Fundraising

A review of fundraising activities forms part of the Activity Reports (pages 17-18).

Trustee responsibilities in relation to the financial statements

Charity Law requires trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charity and of the profit or loss of the charity for that year. In preparing these trustees are required to:

- select suitable accounting policies and apply them consistently
- make judgements and estimates that are reasonable and prudent
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business

Risk assessment

The Trustees have identified the major risks to which the charity is exposed and have established systems to mitigate these risks. The Trustees consider the financial position at the end of the year to be satisfactory.

They also do not consider there to be any material uncertainties regarding the charity's ability to continue as a going concern.

Voluntary help

The Trustees are very grateful to the volunteers who support Mosaic, raising funds, attending and supporting activities, and helping with fundraising on the charity's behalf. Mosaic is supported by 59 active volunteers who undergo safeguarding and bereavement training, and who help to represent the charity and its mission.

Statement of Public Benefit

The Trustees confirm that they have complied with the duty in Section 17 (5) of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit.

Mosaic offers a wide range of appropriate support to bereaved children, young people and their families throughout Dorset. We also offer support to those young people facing the death of a loved one and provide consultation and training for professionals and agencies working with children and young people. Our Early Bereavement Service offers advice and support immediately after a death when it is too early for counselling.

We use a range of therapeutic and creative interventions to help children, young people and their families understand the overwhelming feelings and emotions bereavement can bring. This will lead to improved behaviour, better attendance at school and increased levels of self-esteem. This will benefit not only the young person and their family, but also the wider community.

We recognise that bereaved families grieve in different ways, and our work is tailored to suit their individual needs. Alongside our individual support, we give the children and young people the opportunity to attend our day camp where they can meet others, share their experience and realise they are not alone. This helps them to make new friends who understand, feel less isolated and realise it is still fine to have fun.

It is estimated that 2,500 children living in Dorset will be bereaved each year and over 17% of those may need the support of a service like Mosaic. Many of the children and young people we work with are already living in families with issues such as poverty, poor housing, drug and alcohol abuse.

Research shows a gap in the provision of cohesive support for bereaved children and their families. Mosaic is working to ensure that all children who need support through their grief journey will be able to access a service that focuses on offering counselling and activities that will give them the opportunity to fulfil their potential in life.

GDPR

To comply with the General Data Protection Regulation, which came into effect on 25 May 2018, Mosaic has set out its approach to handling and protecting personal data in a privacy policy, copies of which are available on request. We have also received professional advice from The Cranfield Trust in this regard to ensure that the charity complies with regulation.

Chair of Trustees review of the year

The past financial year marked a period of consolidation for **Mosaic** following the significant changes we were required to make in the previous year. After a time of adaptation and reassessment, our focus has been on strengthening our foundations, embedding new ways of working, and ensuring that we are well placed to deliver sustainable, high-quality support to those who need us most. This has not been an easy process, but it has been a necessary one, and I am grateful to our staff, volunteers, and supporters for their resilience and commitment throughout.

This year has also been a difficult one for the wider world, characterised by uncertainty and turmoil on many fronts. Such conditions inevitably place additional strain on children and young people, particularly those already navigating the profound impact of bereavement. Against this backdrop, our work has remained both challenging and deeply important. The demand for compassionate, skilled support has not diminished, and in many cases has grown, reinforcing the relevance and urgency of our mission.

But is our vision and mission relevant for the work we do today? This felt the right time for the Board and staff to revisit Mosaic's vision, mission and consider the values that are important to all of us. We were encouraged too by the input from volunteers and counsellors. Our final iteration of these core principles was agreed by all staff and trustees and combined with a new, revised logo and a more user-friendly website has given Mosaic a look and feel that we believe reflects our mission and vision and will take us into the next phase of the charity's development.

We are always looking for innovative ways to deliver our services, and this year has been no exception. Our bereavement cafes have continued to increase in numbers - both in location and in those attending. A new member of staff works exclusively on this service, making contacts with schools and ensuring the cafes are run with a clear purpose. Recently we have offered children and young people the opportunity to become grief ambassadors. This has been enthusiastically received and while we are, of course, mindful of not overloading any young person, we realise that contacting and communicating with other children in the same or similar circumstances can have a profound and healing effect.

We are also at the beginning of a project in schools to help teachers understand the effects of bereavement in the children and young people they work with. We have appointed a new member of staff to this project too and we are excited at the opportunities this will present.

Alongside these service developments, the Board held a very successful away day with the Chief Executive and staff to reflect on where we want to be over the next three years and to shape a clear strategy for this period. The shared commitment of staff to **Mosaic**, and to its mission, vision, and values, made this a positive and purposeful process. Together, we have articulated a way forward that feels both realistic and right for the children and young people we support.

Like many charities, we continue to face an uncertain future. Pressures on fundraising, alongside wider economic instability, mean that mitigating the risks of sudden changes in fortunes remains a significant challenge. Against this backdrop, we have been greatly encouraged by the strength of commitment shown to us by individuals, small community groups, and corporate contacts, whose generosity has made a tangible difference to our work.

We would like to offer particular thanks to **Martinstown Supper Club** for their exceptionally generous donation of over £9,000. We are also grateful to **Bournemouth University**, whose padel tournament raised

more than £4,000, and to **Gemma Downton**, whose disco raised over £2,500. Such support not only strengthens our financial position but also reaffirms the value our community places on ensuring that bereaved children and young people receive the care and understanding they deserve.

Donations such as these allow us not only to support young people with one to one counselling sessions but also invite them to our day camps - three this year which were extremely successful and well-received. Sporting Bears came up trumps again with a fantastic day offering the children and young people the chance to ride in fast classic cars - everything from a genuine US police car to a Ferrari. Sailing is also a popular event and gives the children a different type of break.

As we look ahead, we do so anticipating a year that will undoubtedly be challenging, but also full of opportunity and purpose. I would like to offer my heartfelt thanks to our Chief Executive, **Jo Revill**, and to all our staff, counsellors, and volunteers who give so generously of their time, skills, and energy. My thanks also extend to our many donors, community groups, grant givers, and individual supporters who are so essential to our work. Your continued support is truly invaluable.

A handwritten signature in grey ink, reading 'JH Hinnrichs', on a light grey rectangular background.

Jane Hinnrichs
Chair of Trustees
Mosaic – Supporting Bereaved Children



MOSAIC IMPACT 2025-26



424

Children who had counselling



541

Enquiries about support for a child

11

Permanent Staff

25

Counsellors

52

Active Volunteers

7

Trustees



2,700

Followers



26,652

Visits to our website



£85,656

Community Fundraising



217

Children came to a Mosaic Activity day



156

Dorset Schools Mosaic work in



62 Funders

This includes trusts, foundations, community groups & individuals



31

Bereavement Cafes



1,891

Number of counselling sessions

Report from the Management Team

Counselling and referrals report

The Referrals team at Mosaic is responsible for arranging counselling and support for children and young people experiencing bereavement. We provide support in the immediate weeks and months after bereavement with our Early Bereavement Support, and later with Bereavement Counselling packages with our qualified counsellors, offering up to seven one-hour sessions.

Until January 2025 we also provided Pre-Bereavement support for families experiencing a terminal illness. However, Pre-Bereavement work had presented significant challenges, particularly in relation to the timing of effective short-term support. In place of this work, we have strengthened our signposting efforts, directing families to other local organisations, including hospices and cancer charities, who are better resourced to offer this type of specialist care. There are therefore no statistics relating to Pre-Bereavement for 2025-26.

During 2025-2026, Mosaic supported 424 children by providing 1,891 counselling sessions, delivered by specialist child bereavement counsellors across Dorset. Some of these children will continue to see their counsellor into the following financial year. The number of sessions and children receiving them is consistent with the year before.

Pastoral staff working within schools tell us that they continue to deal with a huge increase in mental health issues. The charts on pages 14 to 16 tell the story of our numbers and the nature of the referrals that staff were managing.

The demographics of referrals have remained broadly consistent with previous years. Children aged 9 to 14 continued to make up the largest proportion of referrals (58% in total), with smaller variations across other age groups. The gender split has also remained constant, with just marginally more girls referred than boys. Geographically, referrals were spread across Dorset, with the highest numbers coming from Bournemouth and Poole, followed by West Dorset areas such as Dorchester and Weymouth—patterns which are in line with previous years.

Cancer remained the most common cause of death (25%). This year we have refined and clarified the 'cause of death' categories, introducing separate categories for 'Road Traffic Incidents' and 'Natural Causes'. The number of children affected by a suicide presents a challenge to our counsellors, and Mosaic has shared with other charities its learning and experiences through the Dorset Open Door network, as well as introducing mandatory training for our counsellors specifically around supporting children bereaved by suicide.

Mosaic continued to roll out its programme of school Bereavement Cafés and has now employed a 'Bereavement Café Coordinator' to manage and increase the number of cafes, as they have proved very popular. The cafes are led by the Coordinator together with a counsellor or trained volunteer as support. These cafes offer these students an opportunity to meet one another in a safe place, enjoy doing some art therapy and talking about the person who died, creating a good memory of them. The schools who have participated to date are pleased with the outcomes and see them as a way of ensuring that young people struggling with a bereavement have a way of sharing that with others, asking questions and remembering the person who died.

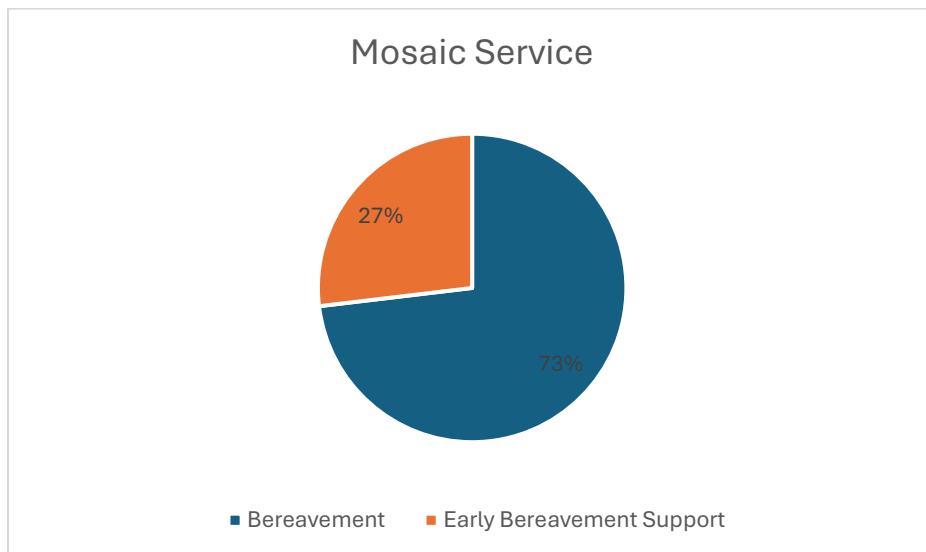
This year, Mosaic welcomed nine new counsellors to strengthen coverage in areas that had limited support, enhancing access to our services throughout Dorset. Although some counsellors have moved on from Mosaic, we currently have a team of 29 active sessional counsellors working across Dorset. All counsellors

are qualified to at least Level 4 through the British Association of Counselling and Psychotherapy (BACP). We host ongoing Reflective Practice and/or CPD sessions once a month as a way of connecting with and ensuring that our counsellors are supported and can share their challenges. This includes a new mandatory training session around supporting children bereaved by suicide. Our counsellors have continued to demonstrate resilience, creativity, dedication and flexibility in challenging times.

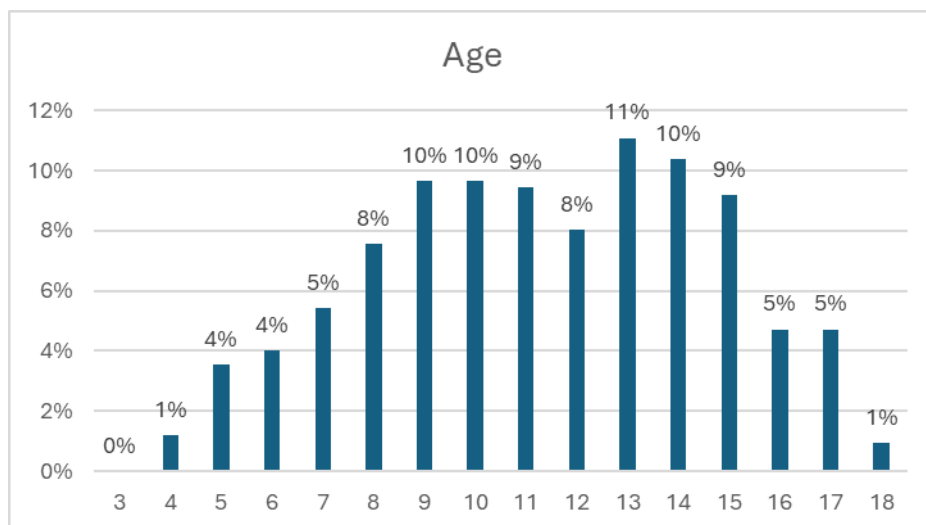
With the introduction of 'Grief Education' onto the National Curriculum for all primary and secondary students, Mosaic has introduced a new initiative to offer 'Grief Education' training to teaching staff across all schools in Dorset, to enable staff to deliver sessions about grief within PSHE sessions. A successful application to the Thomas Deane Trust has enabled us to employ a 'Grief Education Coordinator' on a 14 month contract to rollout this training.

Referrals statistics 2025-26

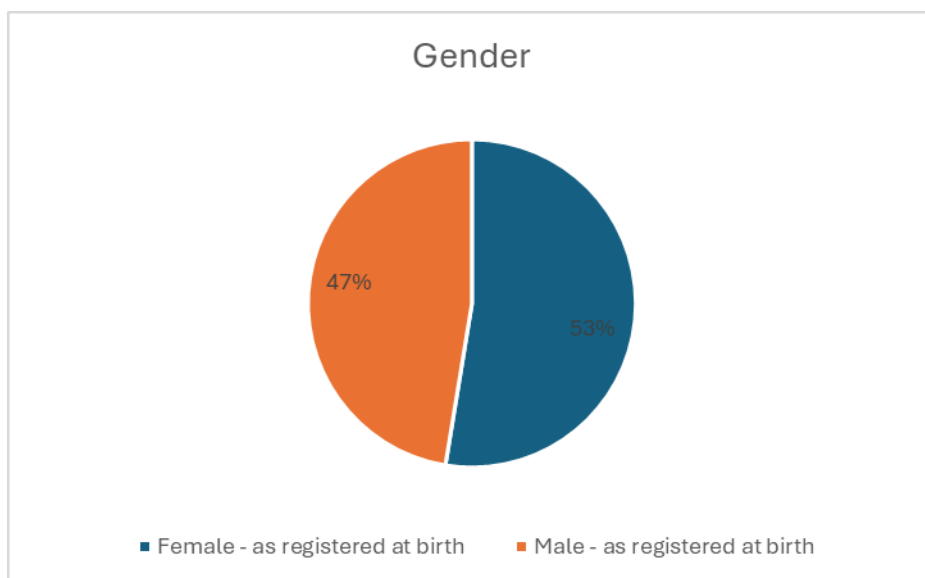
Which Mosaic service was provided



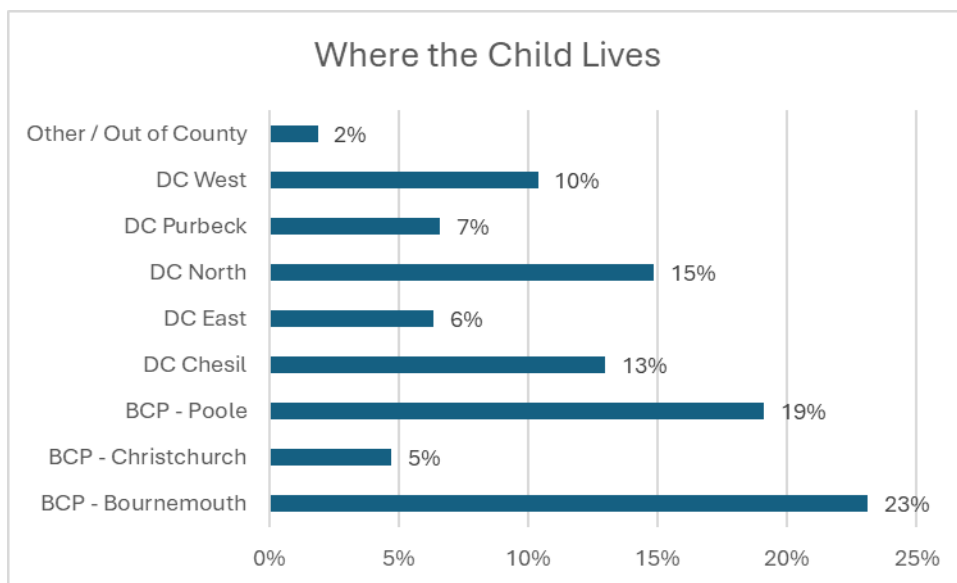
What age of children do we support



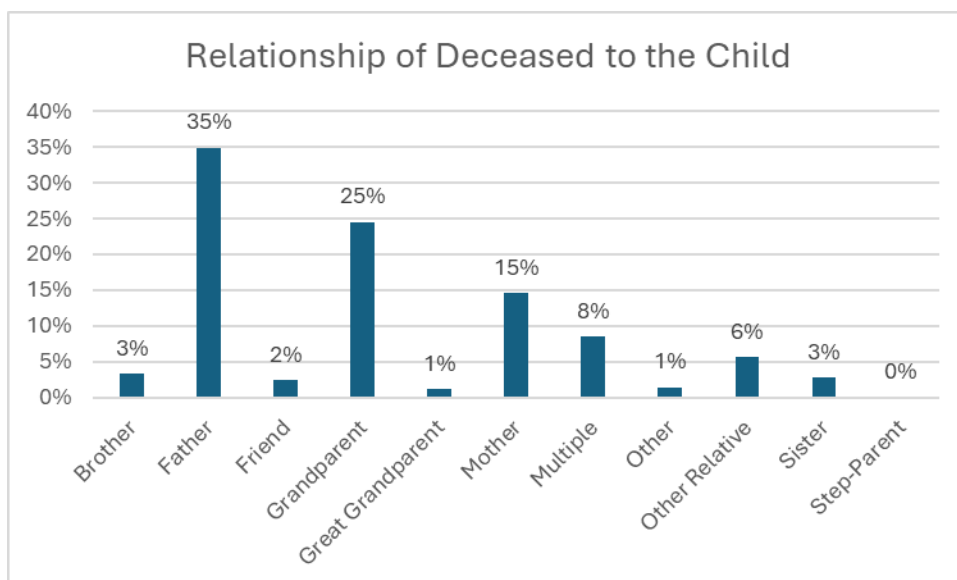
What is the gender split of children we support



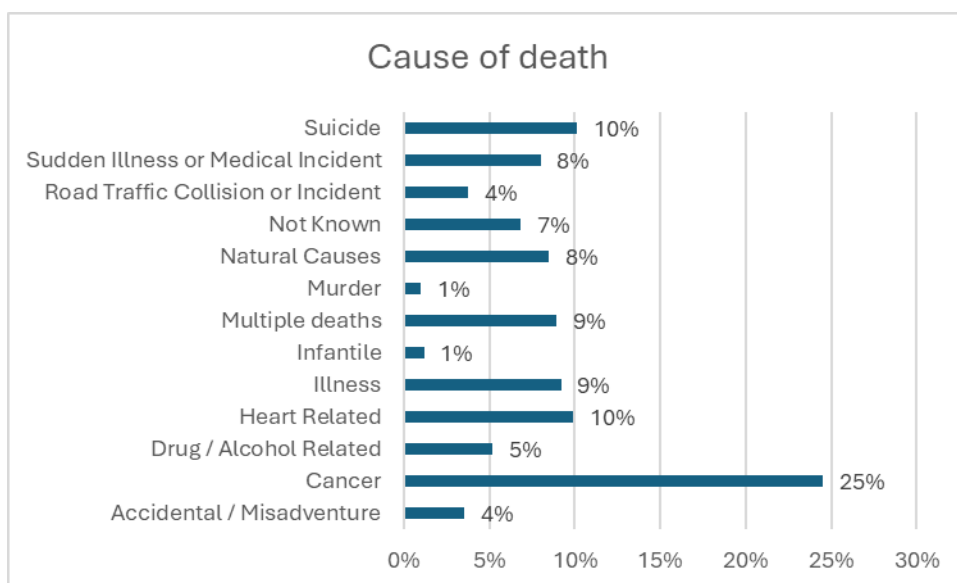
Where in Dorset do our Mosaic children live



What is the relationship between the child and the deceased



What is the cause of death of the deceased



Mosaic activities and events 2025-26

For 2025-26, we ran a range of events aimed at bringing together families supported by Mosaic and offering an opportunity for making friends and creating positive memories.

In total we gave free places to 217 children over 9 different activity days.

We aim to provide a balanced programme of events throughout the year to different age groups, some events are purely aimed at having fun – while some have a therapeutic element and speaking to our wonderful counsellors and volunteers can be invaluable for children & parents who may not have had the opportunity to express their feelings about their grief.

During this financial year – we ran 3 Day Camp days (April and October 2025 and March 2026) which are being refined each time with counsellor and volunteer feedback to give optimum enjoyment and benefit to children that attend and parents who come to parent group.

This balance of fun outdoor activities and therapeutic activities is a fine balance, and we work hard to give benefit to children from 4-18 with varying SEN and grief experiences.

“This is the third time my boys have attended this day, it is that much of a hit that they don’t mind missing football to attend. They NEVER miss football! I think the biggest thing they take away from the day is that they are with other children who are experiencing/ experienced the same things that they have and that they are not alone in dealing with this. All of the volunteers are so good with all of the children we cannot speak highly enough of them all.

Thank you for letting us be a part of this amazing charity.”

The Miles for Mosaic challenge was offered to Dorset schools – 3 local Dorchester schools joined in this year – due to lack of access to headteacher meetings, direct school contacts and Mosaic staff to facilitate. This still raised well over £1,000. We hope as Bereavement Cafes increase – involvement will be encouraged to take this up and support Mosaic.

We were lucky to have another event arranged by the Sporting Bears Motor Club, a group of enthusiastic car owners who offer rides to children in their fantastic range of supercars. This event attracted 67 children who enjoyed rides in some very special cars, from Ferraris to Porsches and American Police Cars.

Dorset Freemasons offered 20 places to Mosaic children to attend their annual outdoor event - Ashlars - with a range of activities from axe throwing, archery, rifles and team tug of war.

Circus Starr donated 20 tickets to Mosaic families for a show in Bournemouth.

In September we held a Sailing Day, when 21 children enjoyed getting out on the water at the Andrew Simpson Centre in Portland Harbour. This was followed by a family Bereavement Café.

December saw a Mosaic Christmas party at Dorchester Community Church in Poundbury, featuring a wonderful visit from Father Christmas and gifts donated via Dunelm customers in Weymouth and 2 local Tesco’s. 33 children attended, played games and made decorations.

We arranged a National Trust community pass with access to Kingston Lacy – being a mid-Dorset venue – this Winter Walk didn’t have high uptake. We spent the morning with 9 children enjoying this beautiful venue with one of our Mosaic counsellors and a handful of volunteers.

This financial year – we had one member of staff supporting organisation of these events – with added admin support from March 2026 we hope to build on this – with families asking for new events such as spending time in nature with animals.

Fundraising

2025/2026 has marked another excellent year for fundraising where Mosaic has both grown and diversified our fundraising partners.

Fundraising - Charitable Trusts & Community 2025 - 2026 highlights include:

- The National Lottery Community Fund - £73,685
- Anonymous donation - £40,000
- Thomas Deane Trust - £26,200
- Talbot Village Trust - £18,969
- The Valentine Charitable Trust – £15,000
- Trusthouse Charitable Foundation - £10,000
- Martinstown Supper Club raised over £9,000
- The Souter Charitable Trust - £8,000
- Allan Rodd – London Marathon 2025 raised £7,954
- AFC Bournemouth donated £6,975
- The Institute of Cemetery and Crematorium Management - £6,250
- Sporting Bears Motor Car Ltd - £5,635
- Alice Ellen Cooper-Dean Charitable Foundation - £5,000
- Ormiston Families for Provide Community - £5,000
- Anonymous donation £5,000
- Christchurch Charitable Trust - £4,200
- Bournemouth University Padel Tournament raised £4,020
- The Truelight Trust - £4,000
- Wessex Water Community Fund - £4,000
- William Openshaw Street Charitable Trust - £3,500
- Peter Old donation - £3,000
- Hilton Coffee Mornings raised £2,900
- Much Loved Charitable Trust - £2,500
- Gemma Downton Mix Tape Disco raised £2,500
- Ben Christey – Clover Manchester Marathon raised £2,452
- Sherborne Classic Cars beneficiary - £2,000
- Facey Family Foundation - £2,000
- Dorset Community Foundation - £2,000
- Johnnie Johnson Trust - £2,000
- Cantilena Voices raised £1,655
- Mid Dorset PCT Jurassic Coast Challenge - £1,610
- Ashley Lodge Masonics £1,613
- WillDoes Trust - £1,600

- Wimborne Athletic Club raised £1,500
- Rotary of Bournemouth Youth Camp raised £1,500
- Tesco Groundwork - £1,500
- Shaftesbury Charitable Trust - £1,500
- The Co-Operative Group - £1,426
- Sturminster Newton Rotary Cheese Festival Beneficiary - £1,400
- Harmans Cross Village Fete raised £1,150
- Dorset Health Care NHS Trust continued to make 'Pennies from Heaven' donations each month, totalling £3,086
- Mosaic has had stands at several public events in Dorset, collaboratively raising £1,265 whilst engaging with the public and raising awareness.
- Mosaic collaborated with local artisans to provide workshops for the public, with proceeds coming to the charity. These collaboratively raised £1,194.
- Mosaic's Christmas 2025 Appeal was aimed at engaging with small, local businesses and raised £1,500.
- We welcomed community engagement with groups such as Rotary clubs, churches, village hall committees, craft groups and Lions. This has helped to raise funds and awareness.

2025-26 Fundraising and donations and other income, including Charitable Trusts, totalled £421,723

Mosaic is committed to working collaboratively with our many supporters whilst engaging and partnering with new corporate/community donors and sponsors.

We look forward to another strong year of fundraising and continuing opportunities to raise the profile and awareness of Mosaic throughout Dorset communities (and online).

Mosaic wishes to thank its many donors, private and corporate, for such wonderful support across the year. A list of some of our sponsors and supporters can be found on our website here:

<https://mosaicfamilysupport.org/give-support/our-supporters>

Finance

Results for the year and the financial position of the charity are shown in the attached financial statements.

In summary, the charity's total income for the year was £421,723 (2024-25: £496,818) of which £245,379 was restricted (2024-25: £222,264). Total expenditure for the year, before amortisation and depreciation was £358,165 (2024-25: £390,350) of which £225,735 (2024-25: £257,920) related to restricted expenditure.

The net movement in total funds for the year was a surplus of £60,542.

The focus for 2026-27 will be to continue to ensure sustainability and to maintain our reserves through fundraising activities and partnerships.

Finally

Mosaic has enjoyed a very successful year, providing compassionate and effective support to so many children and young people at the point when they most need it.

In many ways, this year was one spent rebuilding our services to ensure that we could fulfil our mission, engage with more partners successfully and help the whole of the county to have good child bereavement support.

It remains the case that young people are facing many serious mental health challenges. Our counsellors who are so dedicated and passionate about their work, are dealing with more complex cases of bereavement, and sadly, around one in five children we now see has been bereaved through suicide.

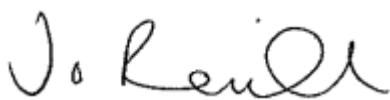
Mosaic benefits from being supported by so many different groups in Dorset, from our two local authorities, town councils, clubs, schools and individuals who really want to make a difference. So too do different businesses and trusts who help to fund our work, at a time when they also face many demands on them. Every pound we spend goes into supporting a child or young person, enabling them to make sense of what happened, to deal with their grief, to stay in education and go on to have a meaningful, fulfilled life. It's very important that we remain sustainable, running activities and services that meet a clear need but which can continue from year to year.

Members of the public who raise money for us do so knowing that it will be spent on a bereavement service which helps the whole community.

A special thank you to our loyal Trustees and our volunteers who continued to carry us through the year and maintain our standards, with the child-centred approach remaining paramount.

We are so grateful for the energy and time put in by so many kind individuals to make us greater than the sum of our parts.

Best wishes,

A handwritten signature in black ink, reading 'Jo Revill', written over a thin horizontal line.

Jo Revill, CEO

Statement of Financial Activities for the year ended 31st March 2026 (SOFA)

	Note	Unrestricted £	Restricted £	Expendable Endowment £	Total £	Prior Year Total £
Income from:						
Donations and Legacies						
Charitable Trust Donations	7/8	59,925	116,744	0	176,669	218,935
Corporate Donations	7/8	22,344	6,250	0	28,594	50,996
Community Donations	7/8	85,656	0	0	85,656	98,147
Grants	7	0	73,685	0	73,685	71,539
Charitable Activities						
Family & Child Support / Counselling	7	0	48,700	0	48,700	49,800
Study Days & Bespoke Training		800	0	0	800	1,040
Mosaic Fundraising		1,995	0	0	1,995	2,685
Other Income						
Bank Interest		3,056	0	2,568	5,624	3,222
Other		0	0	0	0	454
Total Incoming Resources		173,776	245,379	2,568	421,723	496,818
Expenditure on:						
Raising Funds						
Fundraising & Promotion		3,724	0	0	3,724	2,235
Charitable Activities						
Residential Weekends		0	4,391	0	4,391	8,214
Bereavement Café		0	3,804	0	3,804	891
Family events / Christmas / Youth group		0	1,247	0	1,247	1,670
Study Days & Training		1,467	0	0	1,467	1,194
Counsellors Fees, Training & Travel		927	82,053	0	82,980	85,414
Supervision		8,245	0	0	8,245	9,985
Resources		0	0	0	0	0
Staff Costs						
Salaries & Travel	9	89,264	111,059	0	200,323	212,966
Recruitment, Staff Training & counselling		802	280	0	1,082	1,504
Office costs						
Rent & Rates		115	11,444	0	11,559	18,220
Utilities		153	4,992	0	5,145	9,014
Cleaning & Supplies		858	0	0	858	1,147
Postage, Printing & Stationery		2,034	0	0	2,034	2,042
Information Technology		7,278	3,285	0	10,563	8,878
Small Items of Equipment		62	0	0	62	0
Sundry Expenses		38	0	0	38	0
Other costs						
Accountancy		2,020	0	0	2,020	1,980
Bad Debts		0	0	0	0	90
Bank Charges		80	0	0	80	91
Consultancy		7,899	3,180	0	11,079	12,616
DBS Checks		1,331	0	0	1,331	579
Human Resources		1,200	0	0	1,200	7,659
Insurance		2,610	0	0	2,610	1,859
Subscriptions		2,047	0	0	2,047	1,107
Trustee and Volunteer expenses	11	276	0	0	276	995
Total Operating Expenses		132,430	225,735	0	358,165	390,350

Amortisation of fixed assets		1,080	0	0	1,080	2,160
Depreciation of fixed assets		1,936	0	0	1,936	1,543
Total Resources Expended		135,446	225,735	0	361,181	394,053
Net Income/(Expenditure) before transfers		38,330	19,644	2,568	60,542	102,765
Gross transfers between funds		0	27,568	(27,568)	0	0
Net Income/(Expenditure) after transfers		38,330	47,212	(25,000)	60,542	102,765
Total Funds brought forward		65,907	47,192	75,000	188,099	85,334
Total Funds carried forward		104,237	94,404	50,000	248,641	188,099

The SOFA includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

Balance Sheet as at 31st March 2026

	Note	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total £	Prior Year Total £
Fixed Assets:						
Intangible Fixed Assets						
Cost b/f		10,800	0	0	10,800	10,800
Additions		0	0	0	0	0
Disposals		0	0	0	0	0
Depreciation		(10,800)	0	0	(10,800)	(9,720)
Total Fixed Assets	2	0	0	0	0	1,080
Fixed Assets:						
Office Equipment, Furniture & Fittings and Promotional Materials						
Cost b/f		19,522	0	0	19,522	19,522
Additions		4,955	0	0	4,955	0
Disposals		(10,406)	0	0	(10,406)	0
Depreciation		(9,749)	0	0	(9,749)	(18,219)
Total Fixed Assets	3	4,322	0	0	4,322	1,303
Current Assets						
Cash at bank and in hand	4a	104,817	94,404	50,000	249,221	192,169
Debtors		8,476	0	0	8,476	8,399
Prepaid Expenses		3,419	0	0	3,419	2,380
Accrued Income		2,226	0	0	2,226	3,175
Total Current Assets	4	118,938	94,404	50,000	263,342	206,123
Total Assets		123,260	94,404	50,000	267,664	208,506
Creditors						
Creditors	5	(15,152)	0	0	(15,152)	(15,230)
Current Liabilities					0	
Accrued Expenses	5	(3,871)	0	0	(3,871)	(5,177)
Deferred Income		0	0	0	0	
Total Creditors		(19,023)	0	0	(19,023)	(20,407)
Total Net Assets		104,237	94,404	50,000	248,641	188,099
Summary of Funds						
General		104,237			104,237	65,907
Restricted			94,404		94,404	47,192
Endow ment				50,000	50,000	75,000
Total Charity Funds	6	104,237	94,404	50,000	248,641	188,099

The notes on pages 24 to 35 form part of these accounts. The accounts were approved by the board of trustees on 8 September 2026 and signed on their behalf:

Name of signatory: Jane Hinrichs

Designation of signatory: Chair of Trustees

Signed: 8 September 2026

Note 1 – Accounting Policies

- a) The accounts (financial statements) have been prepared in accordance with the relevant version of the 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 (FRS 102) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Accounting Practice. The latest version of FRS 102 is effective 1 January 2019.
- b) The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following the relevant version of the 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 (FRS 102) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.
- c) Mosaic – Supporting Bereaved Children is a Charitable Incorporated Organisation (CIO) with Company Number CE002402.
- d) Mosaic – Supporting Bereaved Children is a charity that is explicitly and solely for the benefit of helping children and their families, supporting them through bereavement.
- e) Income from the categories 'Charitable Activities' and 'Other Income', as detailed on the Statement of Financial Activities, are based on accrual accounting. Income from voluntary donations is recognised in the accounts on the date of receipt.
- f) Donated goods were received during the year. These goods were gestures of goodwill by corporate entities for distribution to staff, volunteers and families supported by Mosaic.
- g) The charity is supported in several of its activities by volunteers who provide their services free of charge. The only costs associated with the help of the volunteers relate to training and Disclosure and Barring Service checks.
- h) Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure. Expenditure is accounted for on an accrual basis. All restricted income is used for expenditure relating to Charitable Activities and Staff Costs.

- i) Tangible Fixed Assets are stated on the Balance Sheet at cost. Depreciation is levied from the date of acquisition and is provided for at the following annual rates in order to write off each asset over its estimated useful life.

Computer Equipment – 3 years straight line method (previously 5 years straight line method)

Furniture and Fittings – 3 years straight line method

Promotional Materials – 3 years straight line method

- j) Intangible Fixed Assets are stated on the Balance Sheet at cost. Amortisation is levied from the date of acquisition and is provided for at the following annual rates in order to write off each asset over its estimated useful life.

CRM Software – 5 years straight line method

- k) Investments in interest bearing accounts, with a notice period of less than six months, are included as 'Cash at bank and in hand'.
- l) Mosaic – Supporting Bereaved Children is a going concern and will meet its financial obligations as they fall due. There is no threat of liquidation for the foreseeable future, and the charity has the intention to keep operating its activities for the next year.

Note 2 - Intangible Fixed Assets

		Total
	£	£
Cost brought forward	10,800	10,800
Additions in the year	0	0
Disposals in the year	0	0
Cost as at 31 March 2026	10,800	10,800
Amortisation brought forward	9,720	9,720
Disposals	0	0
Amortisation charge for the year	1,080	1,080
Amortisation as at 31 March 2026	10,800	10,800
Net book value as at 31 March 2026	0	0
Net book value as at 31 March 2025	1,080	1,080

Note 3 - Tangible Fixed Assets

	IT Equipment £	Furniture & Fittings £	Promotional Materials £	Total £
Cost brought forward	16,142	1,786	1,594	19,522
Additions in the year	4,955	0	0	4,955
Disposals in the year	(8,978)	(287)	(1,141)	(10,406)
Cost as at 31 March 2026	12,119	1,499	453	14,071
Depreciation brought forward	14,911	1,714	1,594	18,219
Disposals	(8,978)	(287)	(1,141)	(10,406)
Depreciation charge for the year	1,886	50	0	1,936
Depreciation as at 31 March 2026	7,819	1,477	453	9,749
Net book value as at 31 March 2026	4,300	22	0	4,322
Net book value as at 31 March 2025	1,231	72	0	1,303

Note 4 - Current Assets

	2025/26	2024/25
Cash at bank and in hand	£	£
Banks	165,737	189,714
Building Societies	83,413	2,367
Petty Cash	71	88
	249,221	192,169
 Trade Debtors		
Family Support Fees	6,350	7,850
Bespoke training	400	0
4Com	1,726	549
	8,476	8,399
 Prepayments		
Residential weekends	0	537
Insurance	2,073	523
Fundraising expenses	240	263
IT Database	270	269
Website domain & hosting	30	41
Photocopying expenses	208	208
Rent Units 3 & 4	54	54
Subscriptions	544	485
	3,419	2,380
 Accrued Income		
Family & Support Child Support (DFM)	200	3,175
Family & Support Child Support (Other)	550	0
Gift Aid	1,476	0
	2,226	3,175
 Total Current Assets	263,342	206,123

Note 4a - Cash at bank and in hand

	2025/26	2024/25
	£	£
Banks	165,737	189,714

Includes an expendable endowment balance of £50,000
known as 'The Edward Gostling Fund' (2024/25 £75,000)

Note 5 - Current Liabilities

	2025/26	2024/25
Creditors	£	£
Counsellors fees & travel	6,951	7,954
Day Camp - Leeson House	799	630
IT	1,048	272
Office property search	0	300
Recruitment	0	329
Salary costs	5,794	3,052
Staff training	0	137
Subscriptions	0	56
Supervision	560	800
Therapist office support	0	1,700
	15,152	15,230
Accrued Expenses		
Accountancy	1,900	1,680
Consultation fees	0	1,779
Counsellor fees	0	165
Counsellor training	94	0
Day Camp - Leeson House	241	0
Fundraising expenses	0	120
Marketing Support	600	440
Office costs	144	0
Payroll expenses	321	321
Professional fees	0	173
Rent	56	0
Staff training	144	164
Staff travel	32	0
Supervision	90	65
Utilities: Electricity	249	270
	3,871	5,177
Total Current Liabilities	19,023	20,407

Note 6 - Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Endowment Fund £	Total Funds £
Intangible Fixed Assets	0	0	0	0
Fixed Assets	4,322	0	0	4,322
Current Assets	118,938	94,404	50,000	263,342
Current Liabilities	(19,023)	0	0	(19,023)
	104,237	94,404	50,000	248,641

	Balance 01/04/2025 £	Incoming Resources £	Resources Expended £	Fund Transfers	Balance 31/03/2026 £
Unrestricted Funds	65,907	173,776	(135,446)	0	104,237
Restricted Funds (see Note 7)	47,192	245,379	(225,735)	27,568	94,404
Endowment Funds					
The Edward Gostling Fund	75,000	2,568	0	(27,568)	50,000
	188,099	421,723	(361,181)	0	248,641

A grant of £100,000 was awarded by The Edward Gostling Foundation (known as The Edward Gostling Fund). In accordance with the Deed of Gift, this is to be treated as an expendable endowment to fund core costs over a period of 4 years.

The amount we may apply from income and capital shall be limited to:

(a) in the first year, £25,000

(b) in each subsequent year, £25,000 plus, at our discretion, any interest earned on the remaining endowment during the previous year

(c) on the fifth anniversary of the receipt of the grant, the restrictions above shall cease to apply, and we are able to use the income and the remaining capital of the endowment for any purpose that furthers our charitable objectives.

Note 7 - Restricted Income

Donations	Restricted for	b/f	Income	Expenditure	Transfers	c/f
					in/(out) from other funds	
		£	£	£		£
Charitable Trust Donations						
Christchurch Charitable Trust	Counselling (Christchurch area)	3,100	4,200	2,875	0	4,425
Ducks & Drakes Cancer Trust	Counselling	200	0	200	0	0
The Valentine Charitable Trust	Rent & Rates	32	15,000	14,639	0	393
The Corton Hill Fund	Counselling (N Dorset)	475	2,000	400	0	2,075
Masonic Charitable Foundation	Pre-bereavement	550	0	100	0	450
Masonic Charitable Foundation	Counselling	6	1,500	0	0	1,506
Cash for Kids (Bauer Radio)	Bereavement Café	0	900	900	0	0
Cash for Kids (Bauer Radio)	Counselling	0	2,100	1,150	0	950
Whitehill Chase Foundation	Counselling	0	1,000	1,000	0	0
William Openshaw Street Charitable Trust	Counselling	0	3,500	2,950	0	550
Shaftesbury Charitable Trust	Counselling (Shaftesbury area)	0	1,500	550	0	950
Johnnie Johnson Trust	Activity Days	0	2,000	2,000	0	0
The Broyst Foundation	Bereavement Café	0	300	300	0	0
The Broyst Foundation	Counselling	0	700	500	0	200
The Ritchie Charity Trust	Counselling	200	0	200	0	0
The Souter Charitable Trust	Counselling	1,650	8,000	4,850	0	4,800
Mazars Charitable Trust	Counselling	80	0	80	0	0
The Louis Ross Foundation	Activity days	30	0	30	0	0
The Alex Roberts-Miller Foundation	Counselling	375	0	375	0	0
Willdoes	Day Camp	472	0	472	0	0
Willdoes	Activity Days	0	1,600	0	0	1,600
Forte Charitable Foundation (prev Trusthouse)	Staff costs	457	10,000	10,457	0	0
The Coral Samuel Charitable Trust	Counselling	2,350	0	2,150	0	200
Lord Barnby's Foundation	Counselling	800	0	700	0	100
Groundwork UK (Yeovil area)	Counselling (Yeovil area)	375	0	375	0	0
Groundwork UK (Portland area)	Counselling (Portland area)	75	0	75	0	0
Groundwork UK (Blandford area)	Counselling (Blandford area)	0	1,125	700	0	425
The Barbara Ward Children's Foundation	Counselling	1,875	0	1,875	0	0
The Alice Ellen Cooper-Dean Charitable Foundation	Counselling	1,225	5,000	3,075	0	3,150
The Edward Gostling Foundation	EBS	515	0	515	0	0
The Arnold Clark Community Fund	Counselling	950	0	950	0	0
The Family Counselling Trust	Counselling	3,811	0	3,811	0	0
Talbot Village Trust	Counselling (Bournemouth, Christchur	0	18,969	9,850	0	9,119
The Fitton Trust	Counselling	0	250	250	0	0
Anonymous	Counselling	0	5,000	2,925	0	2,075
Clara E Burgess Charitable Trust	Counselling	0	1,000	0	0	1,000
Thomas Deane Trust	Grief Education Project	0	26,200	2,812	0	23,388
The Coreus Foundation	Bereavement Café	0	500	0	0	500
Poundbury Community Trust	Bereavement Café	0	400	0	0	400
The Truelight Trust	Counselling	0	4,000	350	0	3,650
		19,603	116,744	74,441	0	61,906
Corporate Donations						
JP Morgan	Marquee	1,360	0	0	0	1,360
The Wessex Water Community Fund	Bereavement Café	0	4,000	4,000	0	0
AFC Bournemouth	Counselling	0	2,250	350	0	1,900
The Skipton Building Society	Books & Resources	250	0	0	0	250
		1,610	6,250	4,350	0	3,510
Community Donations						
Individual donation	Woodland therapy	280	0	280	0	0
		280	0	280	0	0
Grants						
The National Lottery Community Fund	Staff costs	0	43,270	43,270	0	0
The National Lottery Community Fund	Day Camp	1,465	16,918	12,533	0	5,850
The National Lottery Community Fund	Youth Support Group	13,060	13,497	14,611	0	11,946
		14,525	73,685	70,414	0	17,796

Family & Child Support/Counselling

Dorset Families Matter	Counselling	0	3,950	3,950	0	0
Corfe Mullen Town Council	Counselling (Corfe Mullen area)	600	0	350	0	250
Wimborne Minster Town Council	Counselling (Wimborne area)	250	0	250	0	0
Swanage Town Council	Counselling (Swanage area)	400	0	200	0	200
Swanage Town Council	Bereavement Café	0	300	0	0	300
Weymouth Town Council	Counselling (Weymouth area)	200	0	200	0	0
West Moors Town Council	Counselling (West Moors area)	900	0	700	0	200
Verwood Town Council	Counselling (Verwood area)	0	500	0	0	500
Bridport Town Council	Counselling (Bridport area)	0	500	500	0	0
Lyme Regis Town Council	Counselling (Lyme Regis area)	0	450	450	0	0
Lyme Regis Town Council	Bereavement Café	0	100	0	0	100
Highcliffe School	Counselling	175	0	175	0	0
Livingstone Academy	Counselling	350	0	350	0	0
Dumpton School	Counselling	0	350	350	0	0
Park School	Counselling	0	350	50	0	300
VCSE Grant	CAMHS project costs & Counselling	1,625	0	1,625	0	0
Dorset Council	Counselling	500	17,650	17,075	0	1,075
BCP Council	Counselling	5,650	24,550	25,025	0	5,175
		10,650	48,700	51,250	0	8,100

TOTAL (Before fund transfers)

46,668	245,379	200,735	0	91,312
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Fund Transfers

Transfer from endowment fund - The Edward Gostling Fund	524	0	25,000	27,568	3,092
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TOTAL (After fund transfers)

47,192	245,379	225,735	27,568	94,404
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Note 8 - Unrestricted Income from Donations

Donations of £1,000 or more

	£
The Joan Turner Foundation	£1,000
Superior Seals Limited	£1,000
Poundbury Rotary Club of Dorchester	£1,000
Greyhound Inn Freehouse Ltd	£1,005
Harmans Cross Village Fete	£1,150
Rotary Club of Sturminster Newton (Cheese Festival)	£1,400
The Co-operative Group	£1,426
Rotary Club of Bournemouth Youth Camp	£1,500
Wimborne Athletic Club	£1,500
Cantilena Voices	£1,604
Ashley Lodge	£1,613
Facey Family Foundation	£2,000
Sherborne Classic Cars CIO	£2,000
Sherborne Castle Country Fair	£2,000
Gemma Downton's Mix Tape Party	£2,110
MuchLoved Charitable Trust	£2,500
Hilton Coffee Morning Group	£2,900
Anonymous	£3,000
AFC Bournemouth	£4,725
Ormiston Families	£5,000
Sporting Bears Motor Club Limited	£5,635
The Institute of Cemetery and Crematorium Management	£6,250
Martinstown Circle Supper Club	£9,100
Anonymous	£40,000
Total Donations of £1,000 or more	101,418
Total Donations of less than £1,000	66,507
Total Unrestricted Donations	167,925

Represented as follows:

Charitable Trust & Foundation Donations	59,925
Corporate Donations	22,344
Community Donations	85,656
	167,925

Note 9 - Analysis of Staff costs

	2025/26	2024/25
	£	£
Staff Salaries	183,930	180,753
Redundancy	0	16,679
Employer NI	10,459	9,342
Employer Pension Contributions	3,810	4,106
Payroll Expenses	1,286	1,285
Staff Travel	838	801
	<u>200,323</u>	<u>212,966</u>
Staff Recruitment	777	1,329
Staff Events	305	175
	<u>1,082</u>	<u>1,504</u>

During the year, total remuneration of £69,089 (£57,082 - 2024/25) was paid to key management personnel.

No employee had emoluments in excess of £60,000 (2024/25: nil).

The monthly average headcount was 9 staff (2024/25: 10 staff)

Note 10 - Related Parties

During the year, no trustee was directly employed by Mosaic. However, we have a service level agreement with Comms UK who provide IT support to the charity. Undertaking a skills audit showed the Board that a skill that was missing was IT. We did a recruitment drive and the applicant that complemented our skills, combined with a good knowledge of the charity was one of Comms UK's directors, Nick Timms. The Board duly appointed him as a trustee. In accordance with the Mosaic governing document, a declaration of interests is signed and a copy of the conflicts of interest policy is part of the trustee induction pack. Any conflicts of interest are a standing item on board agendas. The trustee recuses himself or is asked to withdraw if there is any discussion about their line of business in relation to Mosaic.

The IT support provided to the charity includes managed support, software licences and purchase of hardware such as laptops. For the financial year ending 31 March 2026, Mosaic paid Comms UK £4,801 for these goods and services.

No trustee acted as a trustee for another Charity from which Mosaic received funds or to which Mosaic made payments, during the year.

No trustee received any remuneration or any other benefits from the charity.

Cheryl Bellingham, who was demitted in May 2025, received £3,720 in self-employment income from Mosaic, and was also reimbursed £153 in travel expenses in her capacity as office based therapist support and bereavement support counsellor.

Note 11 - Trustee costs

	2025/26	2024/25
	£	£
Cost of Trustee Meetings & Training	276	735

Note 12 - Independent Examiner costs

	2025/26	2024/25
	£	£
Cost of Independent examination	2,020	1,980

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CBReid
A Xeinadin Company

Independent Examiner's Report to the Trustees of Mosaic – Supporting Bereaved Children

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 March 2026 which are set out on pages 20 to 35.

Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

Your attention is drawn to the fact that the charity has prepared the accounts (financial statements) in accordance with the relevant version of the 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 (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

We understand that this has been done in order for the accounts to provide a true and fair view in accordance with UK Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

CB Reid | A Xeinadin Company

Directors: P A Cattermole FCA, L Evans FCCA, M C Haines FCA MCSL J S Owens BSc FCA

CB Reid is a trading name of CB Reid Limited, Company Number 04717900.

Registered Office: Wadebridge House, 16 Wadebridge Square, Poundbury, Dorchester, Dorset DT1 3AQ.

CB Reid is a Xeinadin Company.



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CBReid
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Laura Evans FCCA

CB Reid Limited
Institute of Chartered Accountants in England and Wales
Wadebridge House
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Dated:

CB Reid | A Xeinadin Company

Directors: P A Cattermole FCA, L Evans FCCA, M C Haines FCA/MCSL, J S Owens BSc FCA

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