

INTERFAITH GLASGOW

**Annual Report and Accounts
for the Year Ended 31st March 2020**

Interfaith Glasgow Annual Report and Accounts for the Year Ended 31st March 2020

Trustees' Report

Board of Trustees and Administration Details

Interfaith Glasgow is registered as a Scottish Charitable Incorporated Organisation (No. SC046525), governed by a constitution. The structure of the charity consists of charity trustees who are also the organisation's only members and comprise the organisation's board.

The constitution requires that the board includes individuals from a number of different faith and belief traditions in Glasgow: Bahá'í; Buddhist; Christian (2), Hindu, Jewish; Muslim (2), and Sikh. Further trustees may be appointed who are either people of particular religion or belief, or people who have particular skills, knowledge, connections, or experience pertinent to the purposes of the organisation. Within the board there are three office bearer roles: Chair, Vice-Chair, and Treasurer.

All board members undertake their roles in a purely voluntary capacity. The board has the power to appoint additional trustees and there are smaller working groups to look at matters such as policy and funding. The term of office for board members is three years with the possibility of re-election.

The current trustees are:

Dr. Anthony Allison (Treasurer)	Christian – Catholic	
Abdul Aziz	Muslim – Sunni	
Rev. Roy Henderson	Christian – Church of Scotland	
Kleber Machado	Christian – Church of Scotland	appointed 23/03/2020
Manjula Math	Hindu	
Maggie McTernan	Christian – Episcopal Church	appointed 23/03/2020
Philip Mendelsohn (Chair)	Jewish	
Azzam Mohamad (Vice Chair)	Muslim – Shia	
Rajpal Singh	Sikh	appointed 28/11/2019
Safa Yousaf	Muslim – Sunni	

Also serving during the year were:

Dr Richie Adams	Police Scotland	resigned 03/05/2019
Ruby Bhopal	Sikh	resigned 28/11/2019
Saba Forsyth	Bahá'í	resigned 22/03/2020
Emma Christina Leighton	Buddhist	resigned 03/10/2019
Gordon Matheson CBE	Appointed Member	resigned 07/02/2020

The office of the charity is Flemington House, Second Floor, 110 Flemington Street, Glasgow G21 4BF.

Interfaith Glasgow

Annual Report and Accounts for the Year Ended 31st March 2020

Trustees' Report (continued)

The Objects of the Charity

The organisation is established for charitable purposes only and, in particular, the promotion of religious harmony, equality, and diversity; and the advancement of education through:

- increasing mutual understanding, harmony, and equality between people from different religious traditions and none by providing opportunities for mutual-learning, friendship-building, dialogue, and cooperation
- supporting and collaborating with other organisations, groups, and individuals whose activities foster positive interfaith engagement
- increasing awareness, understanding, and appreciation of religious diversity and interfaith activity

Annual Report of the Board of Trustees

In the financial year 2019-2020, Interfaith Glasgow continued to work towards furthering our aims through events and activities focused on encouraging friendship-building across religious boundaries; faith and belief dialogue; and practical interfaith cooperation on issues of common concern, such as poverty.

Scottish Interfaith Week (SIFW)

Over 30 events took place in Glasgow (with more taking place in Paisley, East Kilbride and Rutherglen) as part of SIFW 2019 (11-18 Nov). IG delivered five events (detailed below) and two volunteer opportunities. We were instrumental in the planning of a further four events and helped with the advertising of many more. IG's CEO and Development Director also attended the Annual Interfaith Summit with Cabinet Secretary Aileen Campbell (18th Nov) where, in the pre-meeting workshop, they gave a presentation about the Interfaith Food Justice Network and showed our new film about One Big Picnic. The following events took place during SIFW:

- **Family Fun Day.** Family Fun Day celebrates religious diversity and increases interfaith interaction and understanding, primarily through 'faith table workshops' at which people learn about different religious traditions by participating in arts and crafts activities which illuminate particular aspects of those traditions. . This year was attended by record numbers: 334 people, including 72 Weekend Club participants from refugee backgrounds, 44 volunteers (faith tables, Refuweege, general event volunteers, Weekend Club volunteers, St Mungo Museum, chess volunteers, face painters, henna artist, 'Try it on' volunteers), and 4 staff members.
- **Faith to Faith: Eat, Share, Love.** This event took place as part of our Faith to Faith programme with St Mungo Museum. 15 people attended this tour of places of worship where food plays a key role – Glasgow Hindu Mandir and Central Glasgow Gurdwara.
- **IFJN Development Group: Bring and Share Social.** 10 people attended this special open meeting of the Interfaith Food Justice Network's Development Group. Attendees were encouraged to bring along a vegetarian dish to be shared and food was had by all.

Interfaith Glasgow

Annual Report and Accounts for the Year Ended 31st March 2020

Trustees' Report (continued)

- **Civic Reception.** 63 people including staff attended this event celebrating the work of Interfaith Glasgow. Bailie Elaine Ballantyne gave a warm welcome, stressing the City's support for interfaith engagement and highlighting the great opportunity for faith groups to come together to tackle climate change in the run up to COP26 which will take place in Glasgow during SIFW 2020.
- **What Calls us to Action?** An Interfaith Dialogue event using the format of Scriptural Reasoning to explore the words of great leaders who have inspired social action: Kenyan environmentalist, Wangari Maathai and German anti-Nazi dissident, Dietrich Bonhoeffer with guest speakers – local activists Luke Devlin and Sapna Agarwal. Approximately 30 people attended this dialogue event with excellent engagement and feedback.

Scriptural Reasoning Events

The dialogue practice known as 'Scriptural Reasoning' gives people from different traditions the chance to discuss together passages from different religious scriptures on particular themes, so as to build mutual understanding and deepen interfaith relationships. In addition to our SIFW event 'What calls us to Action?' (see above), we had planned a regular Scriptural Reasoning event for Jews, Muslims, and Christians, entitled 'The Significance of Trees', to be held on 19 March, but this had to be cancelled due to the coronavirus pandemic.

Dialogue Series: 'Faith to Faith'

This programme of Sunday afternoon monthly dialogue events aims to promote understanding between faith groups and wider society on current issues of religious and moral concern. The programme was developed – and is delivered in partnership – with St Mungo Museum of Religious Life and Art. The events are open to the public and usually comprise of two or three speakers from different faith and belief backgrounds giving a brief talk on the topic, followed by Q&A and then small group dialogue regarding the issues raised. In 2019, events were moved from a smaller room to the function suite at St Mungo Museum, allowing us to accommodate increased numbers and we have had an average of 30 participants at each event. This year's topics (many suggested by participants) included: Challenging Sectarianism, Persecution and Difficult Histories, Religion and Science, LGBT+ People of Faith, Faith and Mental Health, Faith and Nature, Faith and Music, Eat Share Love, Religious Founders, From the Depths of Climate Despair: Nurturing Hope and Resilience in the Face of Crisis.

Dialogue Series: 'Understanding Antisemitism: Difficult Questions in Jewish Christian Dialogue'

Between May and February we organised – in partnership with the West of Scotland branch of the Council of Christians and Jews (CCJ) – four invitation only dialogue events focused on developing greater understanding of antisemitism, especially in relation to criticism of the State of Israel. This dialogue series grew out of the recognition both of rising antisemitism and the fact that there can be confusion, disagreement, and anxiety about what antisemitism consists in, particularly in relation to criticism of the State of Israel. This is an area where feelings and tensions can run deep. Online and elsewhere in the public sphere we see increasing polarisation and mutual hostility in the conversation about these issues. Believing that it's possible to address difficult questions constructively, we wanted to model a different kind of conversation: one where the primary aim is increased understanding; where the emphasis is on listening; and where space is made for nuance and ambivalence. Feedback suggests success in this aim, though we are yet to bring this series to a close.

Interfaith Glasgow Annual Report and Accounts for the Year Ended 31st March 2020

Trustees' Report (continued)

World Interfaith Harmony Week Trilogy: 'Thinking Globally, Acting Locally'

Through dialogue and practical interfaith action, this ambitious trilogy of events marked World Interfaith Harmony Week (WIHW) 2020 by addressing three pressing global challenges: rising levels of prejudice and hate crime; climate change; and the growing need to welcome and support people displaced by conflict and poverty. A written report and film about this trilogy was submitted to the WIHW international competition, unfortunately we were not awarded a prize. The three events are described below.

- **'Upstanders not Bystanders'**. 26 January, St Mungo Museum of Religious Life and Art. We worked with experienced equalities trainer Farkhanda Chaudry and Sarah Robinson Galloway, Senior Action on Prejudice Officer for Youth Link Scotland, to develop a programme that would allow participants from diverse backgrounds to explore together strategies for challenging hate speech as it is happening, so as to empower them to stand up to prejudice and support each other in challenging times. 35 participants – including Glasgow's new Lord Provost, Councillor Philip Braat – listened to the experience of a niqab wearing Muslim woman and worked together in small groups to think through six scenarios based on real life experiences and presented by our expert speakers. Feedback was extremely positive.
- **'Together in a Crisis: Faith and Climate Change'**. 9th of February, St Mungo Museum of Religious Life and Art. This event was fully booked, with over 50 people from diverse faith and belief backgrounds attending, again including Glasgow's Lord Provost. The intention of the event was to enable people to explore in more detail the resources that we – as people from different faith and belief backgrounds – can bring to bear when it comes to the climate crisis; to engage in dialogue about some key dimensions of the challenge, sharing our various perspectives on the issues raised; and to think about what practical steps we might take together, especially in relation to COP26, which is to be held in Glasgow.
- **'New Scots Welcome Gala'**. Saturday 22 February, Castlemilk Community Church. The final event in our WIHW trilogy was delivered in partnership with volunteers at Castlemilk Community Church and sought to offer a warm interfaith welcome to refugees, asylum seekers, and new migrants; and to combat social isolation by creating a social context in which new friends could be made and supportive community connections developed. This free, festive family-orientated event which brought people together to share a meal, find out about the community support available in the South East of Glasgow, and engage in fun activities together. . Approximately 130 people attended (including volunteers). Activities were designed to introduce refugees, asylum seekers, and new migrants to some of the local groups, projects, and services, including: Bike4Good; the Poverty Alliance; Music Broth; Milk Café; High Rise Bakers; Al Khair Foundation; and Community Links staff from the NHS. Feedback was excellent.

Weekend Club for Refugees, Asylum Seekers, and New Migrants

This year IG's Weekend Club (WC) has continued to tackle social isolation and assist integration for refugees, asylum seekers, and new migrants. Under the guidance of Programme Manager, Lynnda Wardle, our interfaith team of 15 committed volunteers has delivered 11 welcoming events attended by approximately 260 newcomers from all over the world, with an average of 50 participants attending each event (many participants attend repeatedly). We regularly welcome people from Syria, Iran, Iraq, Nigeria, Egypt, Sri Lanka,

Interfaith Glasgow Annual Report and Accounts for the Year Ended 31st March 2020

Trustees' Report (continued)

Libya, China and Somalia. Events during the period have included: a visit to Glasgow's oldest house and a tour of St Mungo Museum of Religious Life and Art; a refugee tea dance with the Refugee Survival Trust as part of Refugee Week; a picnic Bellahouston Park with St Leo's RC Church; a summer trip to Balmaha and Loch Lomond; nature trails and a BBQ in Mugdock Country Park; a dialogue and workshop on the Climate Emergency and how it affects refugees; a climbing session for Weekend Club young people; 'Voice & Visibility' with the Mental Health Foundation encouraging refugee civic participation; annual Family Fun Day; a trip to see a classical Christmas concert 'Santa's Grotto', and the WIHW Gala event described above. March's event was cancelled due to physical distancing restrictions during COVID-19.

Interfaith Food Justice Network

We have continued to support the Interfaith Food Justice Network (IFJN), which brings together local groups and organisations in Glasgow who are working to tackle food poverty from a variety of faith and belief perspectives. Those involved include Christians, Muslims, Sikhs, Buddhists, Humanists and many non-religious people. IFJN members seek to support each other's work and use their collective voice to push for food justice – based on their shared vision, laid out in the Interfaith Food Justice Declaration. Our support of the IFJN was this year partly funded by The Merchants House of Glasgow and co-ordinated by IG in partnership with Faith in Community Scotland's Community Development Team. That support has included hosting a networking event in October, servicing monthly meetings of the network's Development Group, and supporting the delivery of One Big Picnic (see below), as well as servicing the 'Interfaith Food Share' WhatsApp group and IFJN Facebook page.

On the 17th March, the monthly development group meeting was held on Zoom in response to concerns about the spread of the coronavirus. It was agreed that we would replace our monthly development group meeting with a fortnightly zoom meeting for any food initiatives who were seeking to continue their operations during the crisis. The first of these meetings was held on the 31st March. Participants shared their updates and concerns, and information was provided about new streams of support and best practice guidance. The IFJN WhatsApp group became a vital platform for communication between food initiatives and participant numbers began to grow. On the 26th March a newsletter was sent to our three main mailing lists: general, Interfaith Food Justice Network and Weekend Club, with key information about support available and a message from our CEO. The newsletter can be viewed here: <https://mailchi.mp/5eb19660e113/upcoming-events-2654457>

One Big Picnic

Now in its third year, One Big Picnic 2019 took place on Sunday the 30th of June in Glasgow's George Square. This annual event is a free, open air meal which seeks to promote the dignity and unity of everyone in Glasgow, encouraging people to share quality food, enjoy the community spirit, and take the opportunity to converse with people of all backgrounds and cultures. 16 groups worked together to deliver 12 free food stalls, which gave out between 200 and 1,800 portions of food, per group. Activity stalls were delivered by Refuweegee, The Art of Living, and Ricefield Arts. There was Arabic Calligraphy and Hijab tying by UK Islamic Mission Glasgow as well as Turban tying and a Gatka (Sikh martial art) performance arranged by SEVA Scotland. There was a full and diverse music programme in a dedicated gazebo with bench seating and a professional First Aid stall. The event was advertised by Glasgow Live.

Volunteers involved agreed this year's One Big Picnic was better than ever, with more people in attendance, a greater diversity of groups involved and food on offer and a greater diversity

Interfaith Glasgow Annual Report and Accounts for the Year Ended 31st March 2020

Trustees' Report (continued)

of people in attendance (including disabled people, homeless people and refugees/new migrants as well as the general population). We had a short film made about the event to generate support for future events.

Faith and Climate Change

In addition to the 'Together in a Crisis: Faith and Climate Change' event that formed part of our World Interfaith Harmony Week trilogy (reported on above) and a Faith to Faith event entitled 'From the Depths of Climate Despair: Nurturing Hope and Resilience in the Face of Crisis', we have worked closely with Eco Congregation Scotland, Interfaith Scotland, and other organisations to consider an appropriate interfaith response to Glasgow's hosting of COP26. We were instrumental in setting up the COP26 Interfaith Working Group (which emerged following a meeting of the COP26 Civil Society Coalition in November 2019) and have taken on the role of secretariat for the group (which consists of roughly 20 people in strategic roles within diverse faith communities and organisations with an interest in faith and climate action and is open to further people joining). The group has so far met in December, January, and March.

Partnership

Maintaining and developing connections, networks, and partnerships is essential to interfaith work. We also work with other organisations concerned with equalities, education, good interfaith / intercultural relations, and social justice. Here are a few specific examples from the past year:

- We have strengthened our links with Glasgow City Council through for example, our connection with the new Lord Provost of Glasgow, Philip Braat. He is a keen supporter of interfaith work and upon his appointment, he attended two of our World Interfaith Harmony Week events. Since then, he has regularly engaged with our social media.
- We frequently work in partnership with St Mungo Museum, not only to deliver our popular Faith to Faith series but also on one-off events such as two of our World Interfaith Harmony Week events, deepening a highly creative and mutually beneficial collaborative relationship.
- Through our support of the Interfaith Food Justice Network (IFJN) we are linked to organisations all over Glasgow who work to tackle food poverty from a variety of faith and belief perspectives. Our work with the IFJN has also involved partnering from the start with Faith in Community Scotland's Transformation Team. As members of the Scottish Food Coalition, The IFJN have been increasing our visibility and developing connections outwith Glasgow. As members of Sustain's Food Poverty Alliance, we have shared our ways of working with a UK wide network. We are in regular contact with various networks including the North Glasgow Integration Network, South East Integration Network and Glasgow Community Food Network.
- Delivering our Weekend Club events has required that we work with other agencies and community organisations, such as CEMVO, Glasgow Life, Kueche, Loch Lomond and Trossachs National Park, Refugee Survival Trust, Scottish Refugee Council, South East Integration Network, The Climbing Academy, The Conservation Volunteers, The Mental Health Foundation, and a variety of faith communities, enabling us to introduce 'New Scots' to Glasgow's rich religious and cultural diversity as well as helping local faith communities to engage with refugees.
- IG is a member of the Scottish Alliance against Prejudice and Hate Crime (coordinated by Impact Funding Partners), helping keep us abreast of important initiatives and developments.

**Interfaith Glasgow
Annual Report and Accounts for the Year Ended 31st March 2020**

Trustees’ Report (continued)

- Our annual Interfaith Family Fun Day always involves working closely with community stakeholders of various kinds, this year including Police Scotland and Glasgow Life.

Organisational Development

We continue to consult with our supporters and diverse faith and belief communities at our AGM and other events to help us generate ideas for future relevant projects and to ensure we continue to serve Glasgow’s diverse communities.

Our board continues to meet every 6 to 8 weeks (however from April 2020 we will be moving to quarterly board meetings) and we hold regular staff meetings and staff progress reviews. On-going training and support is offered as appropriate.

Our annual publication, Flourish, continues to showcase our activities and is an important tool for us to share our work with the wider public. We continue to use and develop our social media platforms and website to raise awareness of our work and promote good interfaith relations. In 2019 we won the Community Development Award in CEMVO Scotland’s Ethnic Minority Impact Awards, having been nominated by the Refugee Survival Trust.

Funding

We are grateful to the Scottish Government for their ongoing support with core funding (currently £50,000 / year). We continue to seek opportunities to diversify and strengthen our funding portfolio so as to establish our work on a more secure footing. We are grateful to all those trusts, organisations and individuals which have funded our activities.

Following the Covid-19 lockdown on 19th March the office closed and staff started working from home. Funding was received to purchase laptops and mobile phones to enable this and event delivery to move online. We continued to support the Interfaith Food Justice Network as the demand on member organisations has increased due to the crisis, We now hold more frequent online network meetings and have gained more members for the Network. The AGM will also be held online

Financial review

At the end of the year the charity held £13,308 in the bank. The unrestricted cash balance at the year end was £10,120; the restricted funds cash balance was £3,188.

Interfaith Glasgow is funded on a project basis and unrestricted reserves would not be included in this funding. The Trustees consider that a level of reserves of £10,000 to act as a bridge between grants and to eventually cover any costs associated with winding up the organisation is reasonable. At the year end this had been achieved.

Approved by the Trustees on17 June 2020..... and signed on their behalf

Signed.....
Philip Mendelsohn

**Interfaith Glasgow
Annual Report and Accounts for the Year Ended 31st March 2020**

Independent Examiner’s Report to the Trustees of Interfaith Glasgow

I report on the accounts of the charity for the year ended 31st March 2020 which are set out on pages 9 to 11.

Respective responsibilities of trustees and examiner

The charity’s trustees are responsible for the preparation of the accounts in accordance with the terms of the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006.

The trustees consider that the audit requirement of Regulation 10(1) (d) of the Accounts Regulations does not apply. It is my responsibility to examine the accounts as required under section 44(1) (c) of the Act and to state whether particular matters have come to my attention.

Basis of independent examiner’s statement

My examination is carried out in accordance with Regulation 11 of the Charities Accounts (Scotland) Regulations 2006. 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 seeks explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner’s statement

In the course of my examination, no matter has come to my attention

1. which gives me reasonable cause to believe that in any material respect the requirements:
 - to keep accounting records in accordance with Section 44(1) (a) of the 2005 Act and Regulation 4 of the 2006 Accounts Regulations, and
 - to prepare accounts which accord with the accounting records and comply with Regulation 9 of the 2006 Accounts Regulations have not been met, or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed **Stanley Wynd** Date **30 June 2020**

Stanley Wynd ACIS FCIE
122 Giles Street
Edinburgh
EH6 6BZ

**Interfaith Glasgow
Receipts and Payments Account for the Year Ended
31st March 2020**

	Restricted funds £	Unrestricted funds £	Total 2019/20 £	Total 2018/19 £
<u>Receipts</u>				
Grants	17,033	50,200	67,233	72,947
Donations	2,375	607	2,982	4,937
Other income	-	32	32	3,888
Bank interest	-	10	10	6
Total receipts	<u>19,408</u>	<u>50,849</u>	<u>70,257</u>	<u>81,778</u>
<u>Payments</u>				
Payments for fundraising activities:				
Freelance costs	2,005	-	2,005	1,460
Payments for charitable activities:				
Staff costs	5,129	30,285	35,414	34,530
Freelance costs	7,229	4,644	11,873	10,847
Event and project costs	7,096	1,228	8,324	9,995
Print & design costs	731	995	1,726	1,298
Staff travel	100	7	107	131
Training and other staff costs	170	125	295	155
Office	5	7,562	7,567	7,146
Volunteer expenses	401	38	439	517
Admin & payroll fees	134	1,911	2,045	2,427
Other professional fees	-	850	850	-
Bank charges	-	60	60	-
Sundry	-	346	346	-
Governance costs:				
Accounts and IE	-	720	720	720
Board meetings	-	532	532	395
Total payments	<u>23,000</u>	<u>49,303</u>	<u>72,303</u>	<u>69,621</u>
Transfers between funds	-	-	-	-
Surplus/(deficit) for year	(3,592)	1,546	(2,046)	12,157
Cash funds brought forward	6,780	8,574	15,354	3,197
Cash funds carried forward	<u>3,188</u>	<u>10,120</u>	<u>13,308</u>	<u>15,354</u>

Interfaith Glasgow Receipts and Payments Account for the Year Ended 31st March 2020

Bank and cash on hand

	2019/20	2018/19
	£	£
Opening balances	15,354	3,197
Surplus / (deficit) for year	<u>(2,046)</u>	<u>12,157</u>
Closing balances	13,308	15,354

Restricted funds

	Balance at 01/04/2019	Received	Paid	Balance at 31/03/2020
Weekend Club	6,136	9,447	(13,156)	2,427
Stella Reekie	389	-	-	389
Vibrancy Fund	18	-	(18)	-
Food Power	237	-	(237)	-
One Big Picnic	-	1,226	(854)	372
Merchants House	-	5,000	(5,000)	-
SE Integration Network	-	1,116	(1,116)	-
Antisemitism	-	2,000	(2,000)	-
Family Fun Day	-	619	(619)	-
	<u>6,780</u>	<u>19,408</u>	<u>(23,000)</u>	<u>3,188</u>

Weekend Club

Funding from Scottish Refugee Council, Souter Trust, Culture & Sport Glasgow, Keep Scotland Beautiful and Mental Health Foundation along with a number of donations, for the Weekend Club project - a programme of events providing activities over the weekend for refugees, asylum seekers and migrants.

Stella Reekie

Funds received from the Glasgow Sharing of Faiths for the purpose of honouring the memory of Stella Reekie.

Vibrancy Fund

A pilot programme funded by Glasgow City Council's 'Vibrancy' fund providing opportunities for people from different faith and belief backgrounds to gain a better understanding and first hand experience of each other's religious festivals.

Food Power

Funding from Sustain for the Interfaith Food Justice Network.

One Big Picnic

Funding to organise a free community meal in George Square in Glasgow city centre to promote unity and dignity.

Interfaith Glasgow Receipts and Payments Account for the Year Ended 31st March 2020

Restricted funds (continued)

Merchants House

Funding to support Interfaith Food Justice Network work.

South East Intergration Network

Funding to support the Interfaith Food Justice Network event.

Antisemitism

Funding from Alma & Leslie Wolfson Charitable Trust and the Council of Christians and Jews to support antisemitism work.

Family Fun Day

Funding from Interfaith Scotland and Glasgow City Council towards the cost of putting on the Family Fun Day.

Assets and liabilities

At the year end, in addition to cash in hand, Interfaith Glasgow had assets of £1,933 representing a prepayment of staff costs (2019: £4,728). At the year end the charity had an outstanding liability of £462 - unpaid invoice (2019: nil).

Trustee payments

The members of the board of trustees did not receive any remuneration or expenses in either year.

Approved by the Trustees on17 June 2020.....and signed on their behalf

Signed.....
Anthony Allison