

INTERFAITH GLASGOW

Annual Report & Financial Statements

For the year ended

31 March 2022



ANNUAL REPORT & FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

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TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31 MARCH 2022

The trustees are pleased to present their report and financial statements together with the independent examiner's report for the year ended 31 March 2022.

REFERENCE AND ADMINISTRATIVE DETAILS

Charity Name Interfaith Glasgow

Charity Number SC046525

Principal Address Flemington House
Second Floor
110 Flemington Street
Glasgow
G21 4BF

Website Address <http://interfaithglasgow.org/>

Current Trustees	Philip Mendelsohn	Jewish	Chair
	Rev. Dr Kleber Machado	Christian – Church of Scotland	Vice Chair
	Dr Anthony Allison	Christian – Catholic	Treasurer
	Safa Yousaf	Muslim – Sunni	
	Rev. Dr Maggie McTernan	Christian – Episcopal Church	
	W. Dereck Redfern	Bahá'í	
	Dharmacharini Parami	Buddhist	
	Andrew Lal	Hindu	Appointed 20 September 2021
	Michael Shanks	Christian – Episcopal Church	Appointed 20 September 2021
	Sunna Kaleem	Muslim – Shia	Appointed 26 January 2022
	Mahrukh Adnan Shaukat	Muslim – Sunni	Appointed 26 January 2022

Other Trustees who served during the year

Azzam Mohamad	Resigned 1 July 2021
Manjula Math	Resigned 1 July 2021
Rajpal Singh	Resigned 22 May 2022

Bankers CAF Bank Ltd
25 Kings Hill Avenue
Kings Hill
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ME19 4JQ

Independent Examiner Gillian Whyte, ACIE
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STRUCTURE GOVERNANCE AND MANAGEMENT

Governing Document

Interfaith Glasgow is a Scottish Charitable Incorporated Organisation (SCIO) and received charitable status on the 4th May 2016 with the charity number SC046525. The charity is governed by its Constitution.

Appointment of Trustees

The Charity Trustees who are the only members of the charity, make up the Board of Trustees.

Under the Constitution, there must be a minimum of 5 trustees and a maximum of 15. It is a requirement that the Board of Trustees includes individuals from a number of different faith and belief traditions in Glasgow: Buddhist; Christian (2), Hindu, Jewish; Muslim (2), and Sikh. A number of minor amendments were made to the constitution during the year including removing the requirement for there to be a member of the Bahá'í faith. 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.

All Charity Trustees undertake their roles in a purely voluntary capacity and can serve for a maximum a 6-year terms of office with the possibility of re-election at the Annual General Meeting (AGM).

Employees of the organisation cannot be nominated as or become Charity Trustees, unless it is a temporary sessional worker, authorised by the Board of Trustees.

Dr Rose Drew, Chief Executive Officer was appointed as Secretary to the board (1st July 2021) but is not a Charity Trustee.

Organisational Structure

The organisation is comprised of Charity Trustees and employees.

The Charity Trustees set the strategy and policy of the charity, control and supervise the activities undertaken and are responsible for monitoring its financial position.

The day-to-day operation of the charity is delegated to the employees who provide detailed information to the Charity Trustees.

Risk Assessment

The employees who work with children and vulnerable people must be members of the Protecting Vulnerable Groups ("PVG") Scheme. We are currently reviewing this and are likely to extend to all staff, including sessional workers and potentially the board, as part of improving our governance processes.

OBJECTS & ACTIVITIES

Charitable Purposes

Interfaith Glasgow (IG) was established with the following Charitable Purposes:

- The advancement of education
 - The promotion of religious or racial harmony
 - The promotion of equality and diversity
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Activities

Interfaith Glasgow aims to:

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

ACHIEVEMENTS & PERFORMANCE

Although the 2021-2022 financial year has been one of ongoing uncertainty resulting from the COVID-19 pandemic, it has nonetheless been a highly productive and exciting year for Interfaith Glasgow (IG). This was largely due to Glasgow hosting the crucial UN climate summit COP26 and the opportunity this presented to develop interfaith engagement with the climate crisis and to connect Glasgow's diverse communities to the global movement for climate justice.

While we have continued to deliver most of our events and activities online, there have been notable exceptions, including – most significantly – the COP26 Interfaith Vigil, which took place in George Square, in which around a thousand people participated – half in-person and half virtually, all around the world. Our Weekend Club for refugees, asylum seekers, and new migrants returned to in-person towards the end of the period in review; and in February, we were delighted to deliver an in-person community meal celebrating the work of Interfaith Food Justice Network member groups whose poverty-relief efforts have been so invaluable during the pandemic.

In February we were also able to celebrate the success of our campaign to save St Mungo Museum of Religious Life and Art (a vital interfaith space and key partner of IG's) from the threat of permanent closure, following the easing of pandemic restrictions and the re-opening of other Glasgow Life venues. IG initiated and promoted a petition to save the museum, delivered an online event in partnership with the University of Salzburg, exploring its local, national, and international significance; and engaged with the media throughout the year to raise awareness of the threat to the museum's future. We were therefore delighted when Glasgow City Council agreed to fund its re-opening in the coming financial year.

Once again, we have seen an increase in our annual income, thanks in part to a National Lottery 'Together for Our Planet' grant, which has enabled us to sustain our commitment to building an interfaith movement for climate justice beyond COP26; and we have also managed to increase our reserves through, for example, a highly successful series of sponsored challenges in the Spring. We also launched our brand-new IG website, which much better captures our work and makes it easier for people to engage with us; and hosted our first ever University of Glasgow Student Placement – a new development in our growing collaboration with the University.

Below is a summary of all the activities undertaken by IG during the year in review.

Weekend Club for Refugees, Asylum Seekers, and New Migrants

IG's Weekend Club (WC) has continued to tackle social isolation and assist integration for refugees, asylum seekers, and new migrants during the pandemic through our programme of online events (during lockdown) and in-person events (following the lifting of COVID-19 restrictions). The WC – running since 2015 – involves working with an interfaith team of volunteers to deliver monthly events for newcomers which help them build social connections and get to know Glasgow and Scotland better. Since many of our WC participants were asylum seekers without access to free Wi-Fi, broadband, or suitable devices, to ensure digital inclusion while events remained online, we continued providing data top-ups for those in need, and we also applied for, received, and delivered to participants without suitable devices 20 new Chromebooks through the Connecting Scotland scheme.

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Over the course of the year, our core interfaith volunteer team grew to 18 (four new). Religion and belief backgrounds represented within the group now include Christian (Catholic and Protestant), Hindu, Jewish, Muslim, Sikh, Omnist, and non-religious, and seven of our volunteers have lived experience of the asylum process. Volunteers received training on working with people from diverse faith backgrounds and cultural sensitivity and new recruits received induction training on working with refugees.

During the year, we delivered six interactive, virtual WC events and four in-person events for approximately 150 refugees (roughly 50 at each event, with many repeat attendees). We also had around 38 non-refugee participants from the receiving community attend our events. As usual, we worked with numerous organisations to deliver our programme. Examples during the year in review include: EcoSikh, Glasgow Girls Club, Glasgow University's Dear Green Bothy Project, Hidden Gardens, Operation Outdoor Play, Pollokshields Bowling Green, RSPB, Scottish Ahlul Bayt Society, Scottish Council of Jewish Communities (SCoJeC), Scottish Book Trust, St Andrews Parish West, and St Mungo's Mirrorball. Event themes included: breadmaking in different cultures, sharing Shabbat and traditions of rest across different faiths, two events welcoming new asylum seekers accommodated in hotels or hostels, and a participatory poetry Renga event. In addition, we delivered several WC events around the theme of environmental justice in the run-up to – and following – COP26. These included: a storytelling session, tree-planting with the Jewish and Sikh communities, planting a windowsill garden, and participation in the Day of Climate Action. We also raised funds for Christmas presents for 43 WC families and staff and volunteers delivered these in person. Participant feedback on events during the year included such comments as: "My kids and I loved this event! I feel much less isolated now". One participant-turned-volunteer said of his discovery of the WC, "I felt that I had met a big family for the first time in the UK".

The WC also collaborated on three virtual workshops for around 20 women from refugee backgrounds, covering: art and mental health (with Glasgow Girls Club); a second rap music workshop with actor Karen Dunbar; and a series of workshops exploring the role of rivers in our lives (with Glasgow University's Dear Green Bothy project).

With additional staff hours now devoted to the WC, we've been in a position to produce a monthly WC e-newsletter capturing information from WC events, advertising forthcoming events, and documenting opportunities that might be of interest WC participants. Participants have told us that the newsletter has become an important mechanism for keeping up to date with available support and activities for asylum seekers and refugees in the city.

Interfaith Food Justice Network

We continue to work with Faith in Community Scotland to develop the Interfaith Food Justice Network (IFJN). The IFJN facilitates the building of personal connections between those tackling food poverty from different faith and belief perspectives, encouraging them to support each other's work by sharing good practice and resources, and to use their collective voice to campaign for a just food system. We now link 90 groups across Glasgow (up from 40 groups at the start of the pandemic). Our fortnightly online Covid-Response Meetings continued until Summer 2021, enabling representatives from diverse food initiatives to share information and support each other as they dealt with the pandemic-related challenges. These meetings increased cooperation in emergency food provision across Glasgow and helped ensure that new challenges were met, resources and information shared, duplication avoided, and cultural needs understood.

After seeking feedback from participants and noting less need for emergency response meetings; we returned to monthly IFJN Development Group Meetings in November 2021. Attendees come from a variety of organisations – faith-based and secular - from community pantries, soup kitchen and foodbanks; to local food-growing groups, and wellbeing and children support groups. The group has chosen to work together on the planning the return of One Big Picnic, which is scheduled for 4 September 2022, whilst regular meetings still provide space for the groups to share any issues they are facing.

Online networking events in May and December provided opportunities for approximately 30 people at each to connect and increase their understanding of issues such as dignity in delivering food provision and challenges faced by asylum seekers. Despite the limits of Zoom, participants praised these "enjoyable" events with a "good mix of interactive and getting to talk to other people and learning".

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Numbers in the IFJN Foodshare WhatsApp group have increased slightly over the last year to 158 individuals. The group continues to be used daily for collaboration, with requests for help and offers of food surplus frequently resolved within an hour. We continue to monitor the group to ensure rules and protocols are followed and we continue to keep these under review. We share opportunities via admin posts relating, for example, to funding opportunities, and relevant upcoming events and news. The IFJN Household Items WhatsApp group has grown to 54 participants and is used weekly. It is an asset particularly to those helping people who have recently been housed in unfurnished / unsuitably furnished accommodation.

During the period in review, IG and our IFJN coordinating partner Faith in Community Scotland joined the Glasgow Food Policy Partnership. This involves attending regular meetings to help deliver the Glasgow City Food Plan which is a 10 year framework to achieve: "a food system in Glasgow that is fair, resilient and environmentally sustainable and enables everyone in Glasgow to eat healthy, affordable, culturally appropriate Good Food irrespective of where they live, their income or personal circumstances." Also, IG has just recently joined the Food Poverty 'Fair Food for All' subgroup which meets quarterly.

In March, we were delighted to be able to hold an in-person community meal to celebrate the contribution of IFJN members during the pandemic. Twenty-six people attended and comments were extremely positive: "I have met many great folks from all walks of life sharing the same thing in common. Well done! This will help folks maintain and build relationships"; "it was lovely to put a face to the WhatsApp name... so enjoyable thank you".

Faith and Climate Change

Over the past two years, IG has been working with religious leaders and faith-based organisations to send out a bold and unified message on the need for climate justice, both in the run up to - and during - COP26. We have used our platform to engage with and galvanise diverse faith communities to act together. We have played a role in disseminating information, bringing together partners, utilising our established relationship with Interfaith Scotland, nurturing recently established partnerships with the Interfaith Liaison Committee (ILC) to the United Nations Framework Convention on Climate Change (UNFCCC), and developing partnerships here in Scotland through the COP26 Interfaith Working Group (to which we continue to act as secretariat) and the COP26 Coalition, as well as groups in England, including Faith for the Climate, Make COP Count, and The Faiths Forum for London. The necessity of continuing to work online has produced valuable opportunities for international networking and engagement and has enabled us to tap into a global faith climate movement. Visitors from all over the world have witnessed - and commented upon - the breadth and strength of interfaith relations here in Scotland and the UK, supported by interfaith organisations like IG, Interfaith Scotland, and Faith for the Climate.

Feedback from other organisations on our work to facilitate interfaith engagement for climate justice over the period in review has been very encouraging, including such comments as: "Interfaith Glasgow is a superb convener of a fantastically diverse interfaith community on climate change. Their passionate team is skilful at fostering conversations that lead people from belief into action, and at deepening conversion in the faith sector on this vital issue. Their educational work is first rate as is their commitment to ensuring that the voices of all people are included. We have loved working with them!" (Reverend Fletcher Harper, Executive Director, GreenFaith); and "It was so important that a message of solidarity – as well as the ethical foundation which faiths offer – were present before, during and after COP26, and Interfaith Glasgow worked tirelessly to connect members of a very diverse range of religious groups and provide a platform so that our voices could be heard" (Robert Harrap, General Director of Soka Gakkai International – UK); and "the spirit of Interfaith Glasgow demonstrates a true Oneness and unity in bringing communities together, creating a sense of understanding and peace" (Harjot Singh Kambo, Scotland Lead Coordinator, EcoSikh UK).

COP26 Interfaith Working Group.

During the year in review this group increased from 20 to 40 people in strategic roles within diverse faith communities and organisations with an interest in faith and climate action. The group was established to ensure an interfaith presence at COP26. IG act as secretariat to the COP26 Interfaith Working Group, which is chaired by Dr Maureen Sier, Director of Interfaith Scotland. The group produced a manifesto in advance of the COP26 and their collective efforts during COP26 were captured in two reports, one internal and one external. They were keen to continue to meet following the COP26, with members in agreement that it is vital

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that faith communities and interfaith organisations continue to work together on the climate crisis and particularly issues of climate justice. As part of their reflections on COP26, the group invited guest speaker Flo Wright, a Young Christian Climate Network activist, to share her learnings. She encouraged the group to continue in their efforts to galvanise faith communities.

The group now meet quarterly and have been working together with the help of a subgroup to produce an Open Letter to Alok Sharma, Boris Johnson, and Nicola Sturgeon. The letter will serve to remind our political leaders of their climate commitments (which are increasingly under threat since the war in Ukraine) and to make clear the commitment of Scotland's diverse faith communities to climate justice. Members have also offered their ideas for themes, content, and speakers for IG's 'Climate Justice Is ...' dialogue series, planned for later in 2022.

COP26 / Scottish Interfaith Week 2022

This year Scottish Interfaith Week was moved to coincide with COP26 taking place in Glasgow and took the COP26 theme 'Together for Our Planet'. For the first time since the pandemic, we were able to organise large in-person events and worked with Interfaith Scotland to deliver the COP26 Vigil on Glasgow's George Square (at which some members of the IG staff team met each other in person for the first time!) followed by a civic reception in Glasgow's City Chambers. We also joined – and helped ensure a diverse faith and belief bloc at – the 100,000 strong climate justice march through the streets of Glasgow (see page nine for more detail).

During the period, key activities in this area included those listed below.

COP26 Vigil (31 October)

Our most ambitious event to date, the COP26 Vigil was delivered in partnership with Interfaith Scotland. This prayer and meditation vigil was held in Glasgow's George Square on Sunday 31 October to mark the beginning of COP26, the launch of Scottish Interfaith Week, and the first public reading of the Glasgow Multi Faith Declaration. The Vigil attracted approx. 1,000 participants (about half in-person and about half online). Those participating online were from all over the UK and the world - including, for example: Kenya, India, South Africa, Italy, USA, Greece, Germany, Australia, and New Zealand, etc. – indicating that our efforts to promote the Vigil through all our international networks and connections had worked. Religious leaders from 9 faith traditions - Baha'i, Christian, Hindu, Muslim, Sikh, Buddhist, Pagan, Brahma Kumaris and Jewish - and their faith communities prayed for the COP26 negotiators to have the courage and wisdom to work together and make the commitments necessary to safeguard the future of humanity and all life on our planet. Amongst some of the attendees were pilgrims and climate activists. The recording on YouTube has now received over 5,400 views.

To promote the COP26 Vigil and the role of young people, and as online content to mark Scottish Interfaith Week, we created three short films featuring young participants (15-26 years old): two were shared in advance of the vigil and featured Sikh and Christian young people explaining why they would be participating; and the final film – shared on social media after the Vigil - featured a further six young people - Buddhist, Hindu, Muslim, Brahma Kumari, and Baha'i - some of whom were filmed before the vigil and some immediately after. The films were well-received on social media, with a high number of likes, shares, and retweets.

Civic Reception (31 October)

Following the COP26 Vigil in George Square, the Rt Hon Lord Provost Councillor Philip Braat and Glasgow City Council hosted a Civic Reception at the City Chambers for Scottish Interfaith Week and to welcome the Vigil participants, including many international visitors present in Glasgow for COP26.

Together for Our Planet: How Faith Communities Can Engage with COP26 (31 October)

Delivered in partnership with Interfaith Scotland, approximately 120 participants attended this event which was held in Garnethill synagogue at the start of COP. Delegates from Scotland, elsewhere in the UK, and numerous other parts of the world were welcomed by the Chief Rabbi of the UK and the Commonwealth. It provided a unique opportunity for faith communities to find out about COP26 – its significance for Glasgow and Scotland's faith communities, and the world - and how communities could get involved. Speakers

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included: Rae Bainteiti, a climate activist from Fiji; Maria Zafar, Campaigns and Public Affairs Co-ordinator for Islamic Relief; and Kat Jones from Stop Climate Chaos. Participants heard about opportunities to engage. Discussions took place in 13 facilitated breakout rooms and participants were encouraged to name one action they would take following the event and put it in the chat. Participant feedback was overwhelmingly positive and included such comments as: "upbeat, positive evening"; "it's quite emotional to see so many people attending this event. Certainly, makes me feel more hopeful"; "Wonderful event, great to meet and share with such diverse faith voices focused on COP26 and beyond ... We can all do our bit - and join together, celebrating with hope for the future!"

Global Day of Action – Faith and Belief Block (6 November)

IG worked with Interfaith Scotland to ensure that religious leaders attended the march on Saturday 6 November and headed the banner 'Faith and Beliefs for Climate Justice', as part of the Faith and Belief bloc. We also advertised the Faith and Belief bloc widely and tried to ensure diverse participation. Attendees included, for example: The Right Honourable Lord Wallace of Tankerness, Moderator of the General Assembly of the Church of Scotland (Christian); Imam Hassan Rabbani, Imam of Zia-Ul-Quran Mosque, Chair of the Scottish Muslim Forum (Muslim); The Most Rev. Mark Strange, Bishop of Moray, Ross & Caithness and Primus of the Scottish Episcopal Church (Christian); Ravinder Kaur Nijjar, Sikhs in Scotland and Chair of Religions for Peace UK Women of Faith Network (Sikh); the Right Reverend Bishop William Nolan (Christian); Dr. Srihari Vallabhajousula - Priest from The Hindu Temple of Scotland; Olivia Fuchs, Eco Dharma Network (Buddhist); and Acharya Ji Mishra, Priest of Hindu Mandir Scotland (Hindu). The overall event attracted approximately one hundred thousand people.

Understanding Antisemitism

Our 'Understanding Antisemitism: Difficult Questions in Jewish Christian Dialogue' series is now in its final stage. This experimental, invite-only dialogue series, delivered in partnership with the West of Scotland Branch of the Council of Christians and Jews, has involved working with a small group of Jews and Christians. It 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 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 have been modelling a different kind of conversation: one where the primary aim is increased understanding and where the emphasis is on listening.

The group of 11-15 participants met for a total of nine sessions over the course of 2½ years (with a considerable gap due to covid). They felt their learning had been significant and wished to share these with others who may wish to go through a similar process. They had their final meeting in December 2021 and subsequently continued working together online on a learning resource via google docs. The final product will be available soon on our website.

Scriptural Reasoning

We continue to deliver our Scriptural Reasoning series to our supporters as part of our dialogue initiative, using both the 'closed' Abrahamic model, where scriptures are discussed by Jews, Christians, and Muslims due to the shared heritage of these faiths; and the 'open' model, which is open to everyone and looks at texts from other traditions as well, and gives time for people to share from their own faith or belief perspective. Each event welcomed 16-22 participants and explored issues relating to the environment, migration and refugees, and responding to hate crime.

'The Significance of Trees' event allowed Jewish, Christian, and Muslim participants to delve deep into the fascinating prevalence of trees in their respective sacred texts, whilst our Scottish Interfaith Week event was open to all; Sikh and Buddhist texts inspired broader conversations on 'Motivating Environmental Activism'. The latter event, described by participants as "so interesting" and "inspirational", was delivered in partnership with Faiths Forum for London, with speakers Dr Hardeep Singh Mudhar, Eco-Sikh UK, and Don de Silva, a Buddhist Chaplain and former Senior Official at the United Nations Environment Programme.

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'Scriptural Reasoning: Non-Violent Responses to Hatred' took place during Hate Crime Awareness Week. Speakers Dr Sohaib Saeed (Muslim Scholar and Imam), Carolyn Merry (Director of Place for Hope), and Eleanor Davis (Student Rabbi at Leo Baeck College) were praised by participants as they "opened up discussion and provoked new ways of looking at [the texts]". Another participant said, "the attitude of all participants was great (open, sharing, curious) and Zoom was well used; the breakout group sizes were good for ensuring everyone could speak but didn't feel pressured to do so at length".

'Migration Narratives' explored Abrahamic texts on the theme with speakers based in the UK and South Africa. And for the final event, we returned to the open Scriptural Reasoning format with local speakers from the Sikh and Baha'i faiths. Responding to the war in Ukraine, this event took the theme 'Welcoming Refugees'. Participants praised the relevance of the topics, the "excellent speakers who gave talks that made me think", and the opportunity to engage with others from different backgrounds as "invaluable".

World Interfaith Harmony Week

To mark UN World Interfaith Harmony Week, IG worked with Cape Town Interfaith Initiative and the Interfaith Center of New York to deliver an international online interfaith event. We were joined by over 70 people from diverse cultures, faiths, and traditions who shared poetry that brings them solace and joy - either poetry from their faith tradition or their own poetry inspired by their faith or culture. The programme included Sikh and Muslim speakers from Scotland; Hindu and Christian speakers from the US; and Jewish and indigenous Khoisan speakers from South Africa. One participant said that it was "wonderful to hear different voices and the differences that made in expression of common experiences. Opened my eyes to the wonder of different faith journeys that celebrate a common humanity".

Objects-Based Dialogues

IG delivered an online objects-based dialogue on the theme 'The Power of Prayer' for 22 women from Pagan, Muslim, Sikh, Christian, Buddhist, and Hindu traditions. The dialogue was delivered in partnership with West of Scotland Regional Equality Council's (WESREC) Living Equality Project and supported by Glasgow Museums. By the end of the session the women exuded a sense of delight in each other's company. Some spoke about how much they had learned about other traditions, while others were struck by the "depth of commitment" and "passion" they encountered in their dialogue partners. Feedback on the format was overwhelmingly positive, with one participant commenting: "a great way of sharing intimate experiences of prayer that would not [otherwise] have been possible with people from other faiths".

Other Dialogue Events

During the year in review, St Mungo Museum of Religious Life and Art remained closed, so our joint 'Faith to Faith' dialogue programme remained on hold and instead IG delivered a series of events replacing the six events for which we would have had direct delivery responsibility. These followed a similar format and were delivered via Zoom, with an average of 48 participants at each. Following the welcome news that the funds had been pledged for Mungo's re-opening, we resumed our 'Faith to Faith' programme (online for now) with St Mungo's for the final dialogue event of the year in review. For details of all these events, see below.

- **'Anti-Pagan Prejudice: The Untold Story' (April 2021)**

This event was organised in response to the worrying results of a survey by the Scottish Pagan Federation which revealed the significant discrimination faced by Pagans. Speakers from a variety of Pagan backgrounds, gave an insight into different strands of Pagan thought and practice, explained the results of the recent survey, and discussed the need for more to be done to give voice to a faith community which is often ridiculed and misunderstood. Participant feedback included such comments as: "very worthwhile"; "I really like the breakout session. Very rarely do I want to speak or feel I can share my thoughts. This was comfortable and I was able to share a few things" and "helps with creating a better and more accepting world".

- **'Saving St Mungo's: An International Conversation on the Significance of St Mungo Museum of Religious Life and Art' (July 2021)**

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This event was delivered in partnership with the Centre for Intercultural Theology and Study of Religions, University of Salzburg, to raise awareness of the potential closing of Glasgow's (and the UK's) only Museum of Religious Life and Art. Ninety people attended and speakers included: Prof Dr Wolfgang Reinbold, Chairman of the House of Religions in Hanover; Prof Dr Martin Rötting, the Director of Religious Studies at the Center for Intercultural Theology and Study of Religions, University of Salzburg; and Dr Maria Reis Habito, International Program Director of the Museum of World Religions in Taiwan and Director of the Elijah Interfaith Institute USA. Their perspectives were complemented by those of two local interfaith activists who were involved in establishing St Mungo's: Brij Gandhi and Sr Isabel Smyth.

Feedback from participants included: "To hear the respect our little museum has in other parts of the world, to hear people's stories of what it has meant to them over the years, from childhood to now, has meant so much to me. My heart breaks, but now I have some hope and know I'm not alone in wanting to save St. Mungo's"; "Thank you for arranging such a high quality event with wonderful speakers. Well done. I would also like to commend the hosts and facilitators who did a great job with such quiet respect for anyone speaking in the chat rooms. It made me feel valued"; "it made me think more of the gift that the Museum is to Glasgow and the wider community in relation to interfaith relations".

- **'Practising in a Pandemic: Lay Empowerment During COVID-19' (August 2021)**

This event, supported by our first student placement from the University of Glasgow (Theology and Religious Studies), looked at the impact of Covid-19 on religious observance and the way in which lay people have undertaken new responsibilities during the pandemic. Speakers were Steve Aisthorpe (Church of Scotland), Ruth Colin (The Ark Synagogue), and Khadija Afandi (Zia-UI-Quran). Feedback from participants included: "it was really helpful to hear everyone's experiences and perspectives and I particularly appreciated the hospitable/gracious atmosphere"; "Well organized, good timing".

- **'Climate Justice Begins at Home: Glasgow, Colonialism, and the Climate Crisis' (September 2021)**

This event was an opportunity to discuss Glasgow's colonial past, especially the transatlantic slave trade, and its impact on the climate crisis. It was intended to educate participants on Glasgow's history in the lead up to it being the host city of the COP26 Climate Conference, while also looking at how to build an inclusive, diverse climate justice movement. Questions central to the event were: "What does climate justice mean to you?", "How can we learn from the past as we try to create a better future?" and "What role can faith communities and interfaith connections play in the movement for climate justice?". Event speakers were: Graham Campbell (Rastafari), Glasgow City Councillor and Racial Justice Campaigner; and Rebecca Woo (Quaker), Campaigns and Advocacy Coordinator, Quakers in Britain. Participant feedback was collected via Google forms. One person said: "Important history overview! This answers so many questions I had always wondered"; another praised the "very clear speakers"; and another said: "such great points!".

- **'Faith to Faith: Gods, Bodhisattvas, and Gender Fluidity' (March 2022)**

Our first 'Faith to Faith' event with St Mungo Museum of Religious Life since before the pandemic, was delivered online while we await the museum's promised re-opening. This event included two speakers, Dr Srihari Vallabhajousulla (Hindu, Glasgow) and Roshi Pat Enkyo O'Hara (Buddhist, New York). They offered their perspectives on the topic, drawing on their traditions. The event was extremely well received by attendees, with all who filled in the feedback form choosing 'excellent'. One attendee commented: "This evening was so worthwhile because it brought together people from many different backgrounds. The two speakers focused with such precision on the topic of what it means to be gender-fluid in relation to their differing cultural and faith traditions, which many of us can relate to, allowing us to have the conversation". Several attendees praised the sensitivity of the event and the understanding and respect from participants and speakers.

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Support for Women of Faith and Community

IG provided support for participants in local women's interfaith group, Women of Faith and Community, who had not met during the pandemic, to deliver their first online meeting in October 2021; and to reach out to new participants from a wider range of faith backgrounds. IG provided tech support and advertising and outreach support, helped secure speakers, and helped facilitate the event. The meeting raised awareness and encouraged participation in COP26, particularly the COP26 vigil and the Global Day of Action March on the 6 November 2021. Women of Faith and Community members appreciated the opportunity to connect online after so long and to welcome new people. Participants praised the content of the discussion and input from both speakers. Comments included: "Thank you so much for this really helpful discussion...a huge privilege to be able to attend" and "Fantastic meeting".

Partnerships

Maintaining and developing connections, networks, and partnerships is essential to interfaith work and at the centre of all IG does. We work with many faith-based organisations and, e.g., organisations concerned with equalities, education, good intercultural relations, and social justice; and we are members of the Scottish Alliance against Prejudice and Hate Crime. We have maintained our partnerships with St Mungo Museum of Religious Life and Art; with Faith in Community Scotland to coordinate the Interfaith Food Justice Network; and with the West of Scotland Branch of the Council of Christians and Jews to deliver our pilot 'Difficult Dialogues' programme on 'Understanding Antisemitism'.

During the year in review, we collaborated, moreover, with numerous organisations – both in the UK and internationally – to deliver specific events, including, for example: EcoSikh, Glasgow Girls Club, Glasgow University's Dear Green Bothy project, Hidden Gardens, Operation Outdoor Play, Pollokshields Bowling Green, RSPB, Scottish Ahlul Bayt Society, SCoJeC, Scottish Book Trust, St Andrews Parish West and St Mungo's Mirrorball, University of Salzburg, Faiths Forum for London, Scottish Pagan Federation, WESREC, Glasgow Museums (St Mungo Museum and the Burrell Collection), Women of Faith and Community, SCoJeC, Interfaith Center of New York, and Cape Town Interfaith Initiative. And we are in the process of signing a Memorandum of Understanding with the University of Glasgow and successfully stewarded our first student placement during the Summer of 2021.

Through our climate work we have engaged with other members of the Interfaith Liaison Committee to the UNFCCC, in particular with the World Council of Churches, Brahma Kumaris World Spiritual University, CIDSE (international Catholic organisation for global justice), World Lutheran Federation, Islamic Relief, Faith for the Climate, and Quaker United Nations Office (QUNO). As secretariat to the COP26 Interfaith Working Group we are engaged with many groups including: Scottish Catholic International Aid Fund (SCIAF); Church of Scotland; Christian Aid; CEMVO Scotland (Council for Ethnic Minority Voluntary Organisations); Eco-Congregation Scotland; Interfaith Scotland; Edinburgh Interfaith Association; Earth Holders Edinburgh; Inner Space Glasgow; Muslim Council of Scotland; Religions for Peace UK Women of Faith Network and SGI-UK (Soka Gakkai International); Sisters of Notre Dame; Scotland Climate Action Network; The Iona Community; Glasgow Quakers; and University of Glasgow Chaplaincy. And we have developed and maintained connections with the COP26 Coalition, Make COP Count, and Stop Climate Chaos Scotland.

Through our 'Space for Reflection' segment at the start of online Weekend Club (WC) events we developed our relationships with various faith groups, including, for example, the Scottish Ahlul Bayt Society, the Hindu community, the Church of Scotland, and the Sikh community. And have continued to work closely with the Scottish Refugee Council and the Integration Networks to publicise WC events and to collaborate where helpful, aided by the additional capacity created by our having a part-time Events and Outreach Officer who is able to represent IG at networking meetings more frequently.

Finally, through our coordination (in partnership with Faith in Community Scotland) of the Interfaith Food Justice Network (IFJN), we are now linked to around 90 groups all over Glasgow who are tackling food poverty or have a concern for food justice. We have continued to develop connections with Glasgow Community Food Network (GCFN) and have joined the Glasgow Food Policy Partnership, aiding the sharing of information and ensuring the non-duplication of work. And, through the IFJN's membership of the Scottish Food Coalition, we continue to support the Scotland-wide 'Right to Food' campaign and to share the progress of the Good Food Nation Bill.

TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31 MARCH 2022

FINANCIAL REVIEW

Overview

Income of £155,248 (2021: £120,913) was received and the main source of income continues to be Grant funding.

Expenditure totalling £150,549 (2021: £105,949) was made carrying out the charitable activities.

At the end of the financial period, the charity had a surplus of £4,699. This primarily reflects the fact that our Scottish Government – Connected Communities Division grant does not align with our financial period.

Donated Facilities & Services

The Charity Trustees would like to thank the charity's volunteers for all their efforts which have contributed so much towards Interfaith Glasgow's success and achievements. The Trustees also express their thanks to the supporters who have attended events and made financial contributions.

Reserves Policy

At the end of the financial year, the charity had reserves of £20,544. The Charity Trustees had formerly identified that reserves of about £10,000 were appropriate, but now recognise that with the recent growth in funding levels and operations, this is inadequate and are reviewing the policy. They consider that appropriate reserves will need to be at least £25,000 in future.

FUTURE PLANS

The board is in the process of agreeing a strategic plan for Interfaith Glasgow, setting out our vision for the next four years. It is our first such plan and reflects that we are becoming more established and can take a longer-term view.

We are not planning any major changes, but rather to develop the programmes we have, focussing, particularly, on fostering interfaith understanding, solidarity, and cooperation with respect to both climate justice and to the needs of vulnerable communities, especially refugees and those experiencing food insecurity. Crucial to this, will be the continued delivery and development of our two flagship cooperative programmes: the Interfaith Food Justice Network (IFJN), which is helping to ensure a coordinated response to food poverty in Glasgow; and the Weekend Club (WC), which facilitates an interfaith response to the social isolation experienced by refugees and two-way integration between New Scots and receiving communities. These programmes provide avenues for exploring the intersection between the demands of climate justice and the other justice issues with which Glasgow's communities are concerned.

Our dialogue initiatives (such as Faith to Faith and Scriptural Reasoning) and friendship-building initiatives (such as Family Fun Day and One Big Picnic) will continue to tackle the underlying causes of prejudice and to increase religious literacy and comfort with religious and cultural difference; and we will seek, in particular, to develop our experimental 'difficult dialogues' programme, which focuses on issues in which we know there to be societal polarisation. We hope to create expertly-facilitated spaces for a different kind of dialogue on difficult issues – one where the emphasis is on listening and seeking to understand and where space is made for nuance and ambivalence.

This year we hope to continue our return to in person events – including our first in-person AGM since 2019 - and, in particular, are looking forward, especially, to the post-pandemic return of One Big Picnic (a large scale community event in George Square delivered by the IFJN, coordinated by Interfaith Glasgow) and Family Fun Day (our ever-popular Scottish Interfaith Week event which facilitates social interaction between communities and interfaith learning through arts and crafts and other interactive activities).

We will continue to make use of online technology where appropriate, as this has enabled us engage with a range of international organisations and speakers and to connect with a wider audience, with positive

TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31 MARCH 2022

results. However, we hope that our online events will from now on complement and enhance our in-person activities rather than dominating our programmes, as they did by necessity in 2020 and 2021. We will, for example, be collaborating with multiple partners to deliver a series of online events exploring different dimensions of climate justice, funded by our National Lottery Community Fund 'Together for Our Planet' grant.

Funding is a key issue for us:

2022-23

For the current year we are delighted to have recently secured full funding for our programmes. We have 4 main funders:

- Scottish Government (SG) – Connected Communities Division Fund – this replaces the former Promoting Equality and Cohesion Fund (this part-funds our friendship-building and dialogue initiatives) and runs to September 2024;
- Glasgow Communities Fund (this part-funds virtually all our work) – this is the last year of this fund;
- People's Postcode Lottery – a one-year award to support the Weekend Club; and
- two National Lottery Community Fund grants: 'Together for Our Planet' (to support our climate justice work) and 'Awards for All' (to support our work with the IFJN and coordination of One Big Picnic).

We are very grateful to our generous funders but must recognise that with current inflationary pressures this year will be challenging.

To increase our reserves and provide us with increased financial flexibility we are planning to be more proactive in fundraising from our supporters and from commercial organisations. We have recently upgraded our Client Relationship Management (CRM) system which gives us the tools to do this.

From April 2023

Whilst we have the SG Connected Communities Division Fund until September 2024, our SG funding has remained at the same level for a number of years, so in real terms it is rapidly losing value. The SG has announced the Investing in Communities Fund (ICF) Round 2, starting in April 2023 for which bidding opens on 31 May. We plan to apply for it, since it is a good fit with our social action programmes. Round 2 of Glasgow Communities Fund will also start in April 2023 and bidding for this is scheduled to open in July. We are planning to apply for this again. We will not know the results of these bids until the end of 2022.

APPROVAL

This report was approved by the trustees on 15 June 2022 and signed on their behalf by:

REDACTED

Philip Mendelsohn
Chair

INDEPENDENT EXAMINER'S REPORT

FOR THE YEAR ENDED 31 MARCH 2022

Independent Examiner's Report to the Trustees of Interfaith Glasgow

I report on the accounts of the charity for the year ended 31 March 2022, which are set out on pages 16 to 20.

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 ("the 2005 Act") and the Charities Accounts (Scotland) Regulations 2006 (as amended) ("the 2006 Regulations"). The trustees consider that the audit requirement of Regulation (10)(1)(d) of the 2006 Regulations does not apply. It is my responsibility to examine the accounts under section (44)(1)(c) of the 2005 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 2006 Regulations. 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 connection with my examination, no matter came 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 Regulations, and
 - to prepare accounts which accord with the accounting records and comply with Regulation 9 of the 2006 Regulationshave 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.

REDACTED

Gillian Whyte, ACIE

14 Auchendarroch Street
Greenock
PA15 2TX
17 June 2022

STATEMENT OF RECEIPTS & PAYMENTS

FOR THE YEAR ENDED 31 MARCH 2022

	Unrestricted	Restricted	Total	Total	
	Note	Funds	Funds	2022	2021
Receipts		£	£	£	£
Donations		5,420	3,516	8,936	9,253
Grants	5	-	146,311	146,311	111,157
Bank Interest		1	-	1	3
Other Charitable Activities		-	-	-	500
		5,421	149,827	155,248	120,913
Payments					
Charitable Activities	6	172	149,617	149,789	101,303
Governance Costs					
Independent Examination		-	550	550	1,160
Trustee Meetings		-	210	210	80
		172	150,377	150,549	102,543
Purchase of Fixed Assets		-	-	-	3,406
		172	150,377	150,549	105,949
Net movement in funds		5,249	(550)	4,699	14,964
Transfers between funds		(2,697)	2,697	-	-
Surplus/(Deficit) for year		2,552	2,147	4,699	14,964

The Notes on pages 18 to 20 form an integral part of these accounts.

STATEMENT OF BALANCES

AS AT 31 MARCH 2022

	Unrestricted	Restricted	Total	Total
Note	Funds	Funds	2022	2021
Funds Reconciliation	£	£	£	£
Balance as at 01 April 2021	17,992	12,494	30,486	15,522
Surplus/(Deficit) for year	2,552	2,147	4,699	14,964
Balance as at 31 March 2022	20,544	14,641	35,185	30,486
Bank & Cash Balances				
Cash at Bank	20,456	14,641	35,097	30,363
Cash in Hand	88	-	88	123
	20,544	14,641	35,185	30,486
Other Assets				
HP 225 G7 Laptop x 7	-	-	-	3,406
	-	-	-	3,406
Liabilities				
Independent Examination	-	550	550	550
	-	550	550	550

The Notes on pages 18 to 20 form an integral part of these accounts.

These accounts were approved by the trustees on 15 June 2022 and signed on their behalf by:

REDACTED

Philip Mendelsohn
Chair

REDACTED

Anthony Allison
Treasurer

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

1. Basis of Preparation

These accounts have been prepared on the receipts & payments basis in accordance with:

- (a) The Charities and Trustee Investment (Scotland) Act 2005
- (b) The Charities Accounts (Scotland) Regulations 2006 (as amended)

There have been no changes to the basis of preparation or to the previous year's accounts.

2. Fund Accounting

- (a) Unrestricted funds are those that can be expended at the discretion of the trustees in the furtherance of the objects of the charity.
- (b) Restricted funds are those that may only be used for specific purposes. Restrictions arise when specified by the donor, or when funds are raised for specific purposes.
- (c) The purposes of the funds are shown in Note 8.

3. Taxation

- (a) The charity is not liable to income tax or capital gains tax on its charitable activities.
- (b) The charity is not registered for VAT, thus all costs are shown inclusive of VAT charged.

4. Transactions with trustees and related parties

- (a) No remuneration was paid to trustees or any persons connected with them during the year (2021: £Nil).
- (b) No expenses were reimbursed to the trustees during the year (2021: £Nil).
- (c) The charity's insurance policy includes trustee indemnity insurance cover for all of its trustees.

5. Grants Received

	Unrestricted Funds	Restricted Funds	Total 2022	Total 2021
	£	£	£	£
Glasgow Communities Fund	-	86,115	86,115	39,846
Scottish Government - Promoting Equality and Cohesion Fund 2020-21	-	50,000	50,000	37,500
National Lottery Community Fund	-	9,996	9,996	7,684
Aberlour	-	200	200	-
Scottish Government - Promoting Equality and Cohesion Fund 2019-20	-	-	-	12,500
The Corra Foundation	-	-	-	5,107
Scottish Government - COVID Priorities Fund	-	-	-	3,020
Faith in the Community Scotland	-	-	-	2,000
The Endrick Trust	-	-	-	2,000
Scottish Refugee Council	-	-	-	1,000
Interfaith Scotland	-	-	-	500
	-	146,311	146,311	111,157

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

6. Payments relating to Charitable Activities

	Unrestricted Funds	Restricted Funds	Total 2022	Total 2021
	£	£	£	£
Salary Costs	-	104,273	104,273	64,172
Freelance Costs	-	6,791	6,791	13,544
Recruitment	-	-	-	460
Events & Projects	-	22,794	22,794	11,559
Print & Design	-	1,300	1,300	350
Staff Expenses	172	248	420	185
Training	-	943	943	1,145
Premises	-	5,505	5,505	5,146
Volunteer Expenses	-	100	100	60
Administration	-	3,425	3,425	1,507
Professional Fees	-	-	-	80
Bank Charges	-	96	96	69
Consumables	-	144	144	606
IT & Software	-	2,893	2,893	1,194
Telecomms	-	656	656	1,226
Furniture	-	449	449	-
	172	149,617	149,789	101,303

7. Movements in Funds

	As at 31/03/2021	Receipts	Payments	Transfers	As at 31/03/2022
	£	£	£	£	£
<u>Unrestricted Funds</u>					
General Fund	17,992	5,421	(172)	(2,697)	20,544
<u>Restricted Funds</u>					
Weekend Club	5,442	3,516	(3,461)	-	5,497
Glasgow Sharing of Faiths	389	-	(100)	-	289
Scottish Government - Promoting Equality and Cohesion Fund 2020-21	3,147	50,000	(55,844)	2,697	-
National Lottery Community Fund	-	9,996	(1,341)	-	8,655
Interfaith Justice Network	-	200	-	-	200
Glasgow Communities Fund	3,516	86,115	(89,631)	-	-
	12,494	149,827	(150,377)	2,697	14,641
Total Funds	30,486	155,248	(150,549)	-	35,185

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

8. Purpose of Funds

Weekend Club	Restricted funds received from The Endrick Trust, Faith in the Community Scotland, the Scottish Refugees Council and Aberlour to be expended for our Weekend Club project - a programme of events providing activities over the weekend for refugees, asylum seekers and migrants.
Glasgow Sharing of Faiths	Restricted funding received for the purpose of honouring the memory of Stella Reekie
National Lottery Community Fund	Restricted funding to be expended on Beyond COP26: Building the Interfaith Climate Justice Movement
Interfaith Food Justice Network	Restricted funding to be expended to support the Interfaith Food Justice Network (IFJN).
Scottish Government - Promoting Equality and Cohesion Fund 2020-21	Restricted funding to be expended for staffing, direct project costs and overheads.
Glasgow Communities Fund	Restricted funding to be expended for staff and operational costs only.