

INTERFAITH GLASGOW

Annual Report & Financial Statements

For the year ended 31 March 2023



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Trustees' Annual Report

The trustees are pleased to present their report and financial statements together with the independent examiner's report for the year ended 31 March 2023.

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
	Sunna Kaleem	Muslim – Shia	
	Andrew Lal	Hindu	
	Rev.Dr Maggie McTernan	Christian – Episcopal Church	
	Michael Shanks	Christian – Episcopal Church	
	Sabah Aslam	Muslim – Sunni	Appointed 6 September 2022
	Malar Jayhindaran	Humanity	Appointed 15 September 2022
	Kamaljit Kaur	Sikh	Appointed 29 November 2022
	Lynnda Wardle Faith	None	Appointed 12 th June 2023
	Hassan Rabbani	Muslim – Sunni	Appointed 12 th June 2023

Other Trustees who served during the year

Rajpal Singh		Resigned 22 May 2022
Safa Yousaf	Muslim – Sunni	Resigned 11 July 2022
W. Dereck Redfern	Bahá'í	Resigned 27 October 2022
Harjot Singh Kambo	Sikh	Appointed 15 September 2022
		Resigned 21 October 2022
Mahrukh Adnan Shaukat	Muslim – Sunni	Resigned 31 December 2022
Dharmacharini Parami	Buddhist	Resigned 21 March 2023

Bankers	CAF Bank Ltd 25 Kings Hill Avenue Kings Hill Kent, ME19 4JQ	Independent Examiner	Margaret Birse FCIE 23 Clark Avenue Linlithgow West Lothian, EH49 7AP
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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.

The constitution requires that the board includes individuals from a number of different faith and belief traditions in Glasgow: Buddhist; Christian (2), Hindu, Jewish; Muslim (2 - we were obliged to have 2 Muslims for the first 5 years after establishment and have resolved to continue the practice) and Sikh. Further trustees may be appointed who are either people of a 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.

Charitable Objects

Charitable Purposes

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.

Activities and Achievements

In many ways, this has been one of IG's most successful years to date. It has been a pleasure to return to in-person delivery, while retaining some online events, so as to continue facilitating international connections and make it easier for others to participate. We adopted IG's first Strategic Plan, which is focused on developing 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. It also seeks to tackle the fear of the unknown that can fuel prejudice and mutual suspicion and to create the conditions for respectful, listening for focused interfaith conversations about issues that matter to people. In terms of grant funding, it was our best year yet, increasing our capacity and, for example, enabling us to: deliver our biggest and most vibrant One Big Picnic to date; deliver more teambuilding activities for our valued volunteers; and keep our climate work going well beyond COP26. Our Weekend Club Christmas Appeal was also the most successful to date, raising over £2,000 for participant Christmas gifts and for the ongoing work of the project. And it was also a delight to be able to once again work with St Mungo Museum of Religious Life and Art in a newly reopened St Mungo Museum, following our successful campaign for its reopening.

However, with just over two months to go until the start of the new financial year, in January 2023, we received the devastating news that Glasgow City Council – as a result of a huge increase in demand on the Glasgow Communities Fund (GCF) – would not be renewing our funding from April 2023. Since our GCF grant represented more than half IG's annual income, this leaves us in an extremely precarious position. Fundraising efforts began in earnest almost immediately – and are continuing - but we enter the new financial year facing a significant financial shortfall, and with the future of highly successful programmes like the Weekend Club and the Interfaith Food Justice Network hanging in the balance. We have been greatly encouraged by the generous response of our supporters to this funding cut and we will be making every effort over the coming months to secure alternative sources of funding.

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 with integration for refugees, asylum seekers, and new migrants. Running since 2015, the WC 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. Over the course of the year, we attracted 6 new volunteers, and the core interfaith volunteer team now has 18 members. Religion and belief backgrounds represented within the group now include: Christian (Catholic and Protestant), Hindu, Jewish, Muslim, Sikh, Omnist, and non-religious, with eleven of our volunteers having lived experience of the asylum process. New recruits received induction training on working with refugees; four volunteers received training on food hygiene; and five volunteers received face-painting training, enabling them to assist with face-painting.

During the year, we delivered 15 WC events for approximately 170 refugees (roughly 50 at each event, with many repeat attendees). We also had around 55 non-refugee participants from the receiving communities which hosted WC events. As usual, we worked with numerous organisations to deliver our programme. Examples during the year in review include: University of Glasgow; St Mungo's Museum of Religious Life and Art; The Village Storytelling Centre; Children's Classic Concerts; and Licketyspit (a full list can be found later in this report under Partnerships). Events included: participant inclusion in a poetry and visual arts exhibition inspired by rivers, following a series of three workshops with Freedom Space with Rivers; a Dear Green Bothy (University of Glasgow - a COP26 legacy project); a trip to Lochwinnoch RSPB nature reserve; an educational and craft event at Kelvingrove Museum; a trip to Loch Lomond; two creative writing / walking sessions, exploring the stories around the Antonine Wall; facilitated participation in One Big Picnic in George Square and in our Interfaith Family Fun Day at Hillhead Primary School; learning about seasonal plants and flowers and the history of the gardens and the Tramway with the Hidden Gardens; a hate crime awareness event; a trip to see Space Invasion at the Royal Concert Hall; a Christmas party (at which gifts were given to Weekend Club participants following our Christmas appeal); a Burns Night participant reflection event; an exploration of St Mungo's Museum; and a climate café event with Glasgow Science Centre. We did not hold an event during Ramadan but used the break in the programme to conduct volunteer review meetings, which provided an opportunity for volunteers to reflect on their experience of volunteering and any training needs they might have. Thanks to Amina MWRC, we were able to give gifts to 100 Weekend Club children for Eid.

We continued to produce a quarterly monthly WC e-newsletter, capturing information from Weekend Club events, advertising forthcoming events, and documenting further opportunities and support likely to interest 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.

In September we held a two-night volunteer teambuilding residential event at Largo Law Fife Wigwams. Activities included hill walking, sea swimming, and communal cooking. For many, this was the first opportunity they had had to camp in the Scottish countryside. As one of the volunteers reflected, "the best and most important part of the weekend for me was to get to know everyone, become closer to them. There were so many things I didn't know about so many people - their stories, talents, skills, interests, spiritualities - we are so similar in so many ways even though we all come from different backgrounds. This will just make me much more motivated to keep on working as part of this team and I already can't wait to our next event."

Interfaith Food Justice Network

We have continued to coordinate and 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. The IFJN now links 90 groups across Glasgow through meetings, networking events, a mailing list, and WhatsApp groups. Monthly IFJN Development Group meetings increase cooperation in emergency food provision across the city and help ensure that new challenges are met, resources and information is shared, and cultural needs are understood. Attendees come from a variety of organisations – faith-based and secular - from community pantries, soup kitchens, and foodbanks; to local food-growing groups, and wellbeing and children's support groups. Between meetings, the IFJN Foodshare WhatsApp group continues to be used daily for collaboration, with requests for help frequently resolved within an hour.

IFJN networking events, delivered in partnership with Faith in Community Scotland, include a training or workshop element based on the needs of network members as well as offering good food and time to meet people doing similar work face-to-face. Our summer event focused on wellbeing and self-care for those delivering food services and our winter event on how to signpost service users to appropriate money advice. In the Spring of 2023, because many organisations have been facing a loss of or difficulty accessing funding, we ran an additional training / dialogue event with speakers from Glasgow Council for Voluntary Service; Nourish Scotland and Faith in Community Scotland who offered advice on developing a sustainable fundraising plan and making a good case for support to potential funders.

One Big Picnic

On 4th September, we coordinated the fourth One Big Picnic (OBP) – a free, family-friendly community event in George Square celebrating unity in diversity and dignity in food provision. This was the first OBP since the pandemic and the event was extremely well-attended and impressively diverse, with people of all backgrounds enjoying free food from many cultures, chatting, and having a go at the various craft activities, having henna (mehndi) or face painting done, trying on turbans and hijabs with Sikh and Muslim volunteers, and listening to live music from Glasgow's diverse communities. There was even a tent where people could try out a variety of instruments, thanks to Glasgow's musical instrument library Music Broth. Craft activities included: the chance to explore seasonal vegetables with the Glasgow Food Policy Partnership; calligraphy in multiple languages with the Yemeni Scottish Foundation and the Glasgow Jewish Representative Council; and an opportunity to decorate your own lunch bag with Interfaith Glasgow's Weekend Club for refugees and asylum seekers.

Connected through the Interfaith Food Justice Network (see above), 13 groups from a range of faiths and cultures - including Christian, Muslim, Sikh, Jewish, and ethnic minority organisations - worked together to plan the event and to serve over 4,600 portions of delicious free food on the day, with curries, wraps, salads, pies, sandwiches, cakes, drinks and so much more on offer. Many of the groups involved run free food initiatives and have supported each other to help vulnerable people throughout the pandemic and beyond, so it was very special for them to work together to deliver such a joyful event showcasing what they do. The food went quickly but our volunteer team made sure that some was distributed to homeless people on the streets of Glasgow. We also ensured that this year's One Big Picnic was the greenest yet, with only eco food packaging used (no single use plastics); much of the food sourced locally through Locavore; and the

recycling and clean-up operation well-choreographed. All in all, over 100 volunteers were involved in delivery.

Feedback from all involved was effusive, with many feeling that the event captured the best of Glasgow. “This is a wonderful thing you’ve all done for the community” said one member of the public; and a stallholder reflected: “It was quite simply a major, major success well done everyone, a great pleasure to be a part of this team”.

Building an Interfaith Movement for Climate Justice

Since religious leaders, faith communities and civil society marched, prayed and campaigned together for Climate Justice during COP26 in Glasgow, we have been working to build understanding of what climate justice entails, and bringing communities together to advance that goal. In the autumn of 2022, we delivered three online dialogue events exploring the meaning of climate justice and the ways in which it intersects with other crucial justice issues. Made possible through National Lottery funding, these events explored climate justice through the lens of food, gender, and finance. Diverse faith and belief communities are already active in supporting people affected by unjust systems but they’re not always aware of how these injustices relate to, and stand to be exacerbated by, the climate crisis. The ‘Climate Justice is...’ series provided an opportunity to deepen our understanding, exploring in some detail the various dimensions and demands of climate justice; and how we can come together to take transformative action.

The ‘Climate Justice is ...’ series involved partnering with organisations such as Nourish Scotland, Women’s Environmental Network, Faith for the Climate, and Quakers in Britain. The dialogues were online, enabling these to be truly global dialogues, with participants from across Europe, Africa, the Americas, Asia, and Oceania. Each event included speakers from both the Global North and Global South, who brought a deeper understanding of the issues and how they intersect with not just food, gender, financial justice but also with racial and migrant justice.

During Scottish Interfaith Week, we hosted a Facebook Live Dialogue: ‘Mother-Daughter Earth Stories: Inheriting a Passion for Climate Justice’ - an inspiring and hopeful conversation between two mothers, Kam Kaur and Zarina Ahmad and their two daughters, Simran Kaur and Aniqah Ali about their journeys in climate justice. The event had over 200 views. One viewer commented: “What a beautiful, heart-warming and hopeful conversation, thank you so much for sharing your experiences and encouraging even the smallest of steps”.

Over the year, we have continued to work with Interfaith Scotland to coordinate the COP26 Interfaith Working Group (now rebranded as Interfaith Climate Justice Scotland). As representatives from diverse communities and faith-based organisations, with our support, they are working together, engaging with government and the civil society climate movement, and empowering diverse communities to engage in reflection, advocacy and collective action for climate justice.

Scriptural Reasoning

Scriptural Reasoning is a method of interfaith dialogue that aims to facilitate a deeper understanding of others and their traditions by focusing on passages of scripture on a chosen theme, most often – but not always – amongst Jews, Muslims, and Christians, who share a common scriptural heritage. Scriptural Reasoning is sometimes described as an act of hospitality, as participants move between playing the role of guest (as they learn about another scripture) and host (as they share about their own), discovering

similarities as well as gaining a deeper appreciation of the differences between the traditions.

During Scottish Interfaith Week, we held an online 'open' Scriptural Reasoning event for people of all faiths and none on the theme 'what makes a hero?', at which participants heard texts pertinent to this question, introduced by Sikh and Jewish speakers, before taking time to share their reflections together in small groups. In March we were back in person, exploring the theme of 'hospitality' at Garnethill Synagogue; and then, during the season of lent and as Ramadan approached, we were hosted by the Scottish Ahlul Bayt Society and Cathcart Old Parish Church, with a focus on the theme of fasting. These intimate events were well-received. "...fantastic speakers, wonderful hospitality... lovely attendees who were curious and insightful", wrote one participant.

Faith to Faith with St Mungo Museum

This public dialogue series, delivered in partnership with St Mungo Museum of Religious Life and Art, brings people together to explore themes relating to faith, belief, and society with speakers from diverse traditions and backgrounds. A stimulating and varied programme featured a joyous in-person gathering in the newly re-opened St Mungo Museum in October 2022, where we celebrated the life and legacy of Stella Reekie – Glasgow's Interfaith Pioneer. The room was packed, with over 70 people in the room – a testimony to Stella's many friends across communities and her continued ability to inspire.

Prior to that, in July, we were online, to allow for international participation in a moving event entitled 'Reaching Across the Divide', which was organised in partnership with Cape Town Interfaith and attracted nearly 40 participants. Held on the anniversary of the Battle of the Boyne, two speakers with experience of living in deeply divided societies (Northern Ireland and South Africa) shared their understanding of how divides can be bridged and how conflicts can be transformed. All participants who submitted feedback marked the event as excellent. "Very difficult subjects handled very sensitively", wrote a participant.

In August, we held a special in person event at the Burrell Collection exploring the theme of 'Origin Stories' focused on stories of how the earth began from Hindu and Chinese folk traditions. Participants were "mesmerised" by storytellers from both traditions and appreciated the opportunity to discuss how these narratives might inspire better stewardship of the environment. "Excellent", said one participant; "so cool!" said another.

Antisemitism, Racism, and the Limits of Diversity: A Dialogue Event with Keith Kahn-Harris

This online event took place in March. We invited author Keith Kahn-Harris to reflect on the evolution of antisemitism, why there is so much disagreement about how it is defined and what antisemitism tells us about racism and the challenge of living with diversity. Following his talk, we facilitated two dialogue groups in small, mixed breakout rooms. Nearly 30 people attended, and feedback was excellent and included such comments as: "Very competently facilitated - clearly reflecting the IG's experience and learning in this field, as well as very practical competence. I think this helped foster trusting and constructive exchange"; "Appreciated the fact that there was no attempt to suggest that there are easy answers to the challenge of living with diversity and dealing with others who do not think or behave as we do - there was nuance and an acknowledgement of the complexities"; "Excellent presentation. The detail of the examples presented and the nuanced interpretation made a really different presentation of the issue than I've seen before"; "An excellent meeting ... enlightening & much food for thought, thanks to all who provided this forum - essential in today's at times challenging world."

‘Creating Brave Spaces’ Resource

How can we engage in better dialogue about issues that affect us deeply, with people we might profoundly disagree with? We have been working on a learning resource for groups who would like to tackle high stakes issues in a constructive way. It is the product of an experimental dialogue series delivered by Interfaith Glasgow in partnership with the West of Scotland Branch of the Council of Christians and Jews entitled, ‘Understanding Antisemitism: Difficult Questions in Jewish Christian Dialogue’. The series involved a dozen participants – Jews and Christians – coming together repeatedly over two and a half years and then working together to compile their collective learning. Their dialogues explored the nature of antisemitism and how it relates to criticism of the state of Israel. This topic has become one of the thorniest in the public sphere and is often an ‘elephant in the room’ in interfaith contexts and other settings where there is an emphasis on good relations. Like a number of difficult issues, it is characterised by polarised and often hateful debate on social media and elsewhere. The group felt their learning had been significant and wished to share these with others who may wish to go through a similar process via a learning resource. We hope it will help equip other groups wishing to tackle difficult issues constructively. The resource is due to be launched at our AGM in July 2023.

Difficult Dialogues: Women’s Dialogue

Working initially in partnership with Churches Together in Britain and Ireland (CTBI), we brought together online contributors to #HerFaithMatters: Women's leadership as creating peace, resisting violence, speaking for justice, a volume published by CTBI 2021. We held two intimate online dialogues in December and March that brought together a total of 14 of the contributors (Christian, Hindu, Jewish and Muslim) most of whom had never met each other before. They were pleased to have an opportunity to reflect together on some of the themes raised in the book, and all that has changed since they wrote their contributions pre-pandemic.

At the first meeting participants were asked to bring an object that says something about who they are and what they value - to share informally with the group as a way of introducing themselves. At the second meeting they were asked to share a line of scripture or poetry that is meaningful to them. This was successful in creating an intimate atmosphere from the beginning and the women shared quite openly with each other about a number of challenging issues – both personal (e.g., grief, illness, mental health) and societal (racism, prejudice, inequality, and power imbalances in interfaith settings, perceptions of antisemitism and islamophobia).

We are now working to develop a difficult dialogue series as a result of these meetings, which aims to work with women from a broader range of backgrounds to build trust, and to dig more deeply into the challenging issues raised, that call into question just how inclusive some of our multi-faith and interfaith spaces in the UK are. What are the factors that can serve to silence women and how can we ensure minority voices are heard?

Interfaith Family Fun Day 2022

During Scottish Interfaith Week, we delivered our first Interfaith Family Fun Day since the pandemic at its usual venue of Hillhead Primary School. This lively, feel-good event celebrates religious diversity and increases interfaith interaction and understanding, primarily through ‘faith table workshops’ (this time Baha'i, Buddhist, Christian, Hindu, Jewish, Muslim, Pagan, and Sikh) at which people learn about different religious traditions by participating in arts and crafts activities which illuminate particular aspects of those

traditions, with the help of volunteers from those traditions. The event was busy, with over 325 people in attendance, including many families from refugee backgrounds who participate in our Weekend Club, and whose travel expenses were reimbursed, enabling them to be part of this wonderfully diverse event.

As well as participating in the craft activities and enjoying a free lunch, attendees could have their faces painted or try henna; play a game of chess; and try on items of religious or cultural significance at our 'try it on' stand (Hijab, Turban, Sari). Adnan Shamdin played his Kurdish baglama and there was a participatory dance performance from Sham Heritage Troupe, a group of Syrian dancers.

Feedback was collected on a 'graffiti wall' and included such comments as: "Really moved – makes me love living in Glasgow. Glorious"; "What a success! The dancing and music were wonderful"; "the kids had so much fun, thank you"; "Heart-warming! Wonderful!"; "I LOVED the joyful dancing, music, talking to so many interesting people and how warm and welcoming everyone was"; "A great day out as a family. This kind of event encourages a good social life. Should be continued"; "Warm, welcoming, peaceful, energetic"; and "The best time ever my marks are 10 out of 10"!

Scottish Interfaith Week Civic Reception at Glasgow City Chambers

This year we returned to Glasgow City Chambers for our annual Scottish Interfaith Week Civic Reception, hosted by Bailie Christy Mearns on behalf of The Lord Provost Councillor Jacqueline McLaren and Glasgow City Council. This event was attended by people from across Glasgow's diverse faith and belief communities. Through speeches by Bailie Mearns (Glasgow's Depute Lord Provost) and Interfaith Glasgow's Chair, Philip Mendelsohn, and CEO, Rose Drew, guests learned about developments in interfaith engagement across the city. Bailie Mearns shared informally that "Interfaith Glasgow seems to have gone from strength to strength and it is wonderful to see so many people from different communities here." Guests also had the opportunity to network and meet people from different communities who share a commitment to building a better integrated, more understanding, and more harmonious Glasgow for all.

Volunteer Appreciation Day

This event took place in May at the Burrell Collection and Pollok Country Park and provided an opportunity for Interfaith Glasgow to celebrate the efforts of our fantastic volunteer team. It was also an opportunity for volunteers from different areas of our work to meet each other, board members, and the whole staff team. We provided a picnic from Pakistani Street Food, after which there was an opportunity to explore the museum and for IG's Chair and Vice Chair to hand out certificates of appreciation.

Board Staff and Away Day Sunday

In May, 18 staff, board members and regular Events and Communications volunteers came together at House for an Art Lover in Bellahouston Park, to get to know each other, and work together to: identify collective skills and gaps, brainstorm fundraising ideas, and to help develop IG's Strategic Plan, which was brought to completion and adopted later in the year.

Interfaith Glasgow AGM

Our AGM took place in person for the first time since the pandemic and had a celebratory atmosphere. It was an opportunity for our supporters to learn about the work IG has delivered over the past year - from providing refugee support to fostering interfaith climate activism and food justice; to tackling prejudice and creating space for difficult dialogues. Foregoing our traditional guest speaker, we invited attendees to bring along an object, photo, or poem - anything inspirational - to share with others in group conversation over light refreshments, recognising that opportunities for informal interaction had been few during the pandemic. This approach was very much appreciated by participants.

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, for example, organisations concerned with equalities, education, good intercultural relations, and social justice; and we are members of the Scottish Alliance against Prejudice and Hate Crime and invite speakers from a broad range of organisations and communities to speak at our events. This year we have worked closely with a number of organisations in the delivery of events, including: St Mungo Museum of Religious Life and Art to deliver our partnership dialogue programme 'Faith to Faith' and to jointly deliver a paper about our partnership working at a seminar '*Religion in Museums: Where do I start?*' organised by the Religion and Collections Heritage Group and Social History Curators Group; with Faith in Community Scotland to deliver networking events for the Interfaith Food Justice Network; and with the West of Scotland Branch of the Council of Christians and Jews to complete our new learning resource 'Creating Brave Spaces' which is the result of our joint 'Difficult Dialogues' programme on 'Understanding Antisemitism'.

We also collaborated with numerous organisations – both in the UK and internationally – to deliver specific events, including, for example: Scottish Jewish Archives Centre; Scottish Ahlul Bayt Society; Cathcart Parish Church; Glasgow Museums (St Mungo Museum and the Burrell Collection); Nourish Scotland; Women's Environmental Network; Faith for the Climate and Quakers in Britain; and, the Lord Provost of Glasgow's office who host our annual Civic Reception during Scottish Interfaith Week. And we worked with Glasgow City Council Hate Crime Policy Officer to produce a short video collating anti-hate messages from people from different religious backgrounds across Glasgow.

Weekend Club events are run in collaboration with faith communities, secular community groups, or external charities or companies, to aid refugee integration. Over the past year, we have run events in collaboration with: RSPB Scotland, writer Abigail Haworth, Refugee Festival Scotland, Faith in Community Scotland, Scottish Faiths Action for Refugees, Parent Network Scotland, Operation Play Outdoors, Natural Heritage Scotland, the Hidden Gardens, Rediscovering the Antonine Wall project, Bearsden Baptist Church, The Village Storytelling Centre, West of Scotland Regional Equality Council, Licketyspit, St Andrew's West Parish Church, Children's Classic Concerts, St Mungo Museum of Religious Life and Art, Kelvingrove Art Gallery and Museum, University of Glasgow, and, the Glasgow Science Centre.

As secretariat to Interfaith Climate Justice Scotland (ICJS - formerly the COP26 Interfaith Working Group), we work closely with Interfaith Scotland who chair the group and with its members who include: Church of Scotland; CEMVO Scotland (supporting minority voluntary organisations); Eco-Congregation Scotland; Edinburgh Interfaith Association; Earth Holders Edinburgh; Inner Space Glasgow; Glasgow Baha'is; Religions for Peace

UK Women of Faith Network and SGI-UK (Soka Gakkai International); Sisters of Notre Dame; The Iona Community; Glasgow Quakers; Soka Gakkai and Eco Dharma Network; and University of Glasgow Chaplaincy. On behalf of ICJS we are members of SCCAN - Scottish Communities for Climate Action Network and Stop Climate Chaos Scotland. We have maintained connections with Climate Justice Coalition (formerly the COP26 Coalition), Make COP Count, and the Interfaith Liaison Committee to the UNFCCC.

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 are members of the Scottish Food Coalition and the multi-sectoral Glasgow Food Policy Partnership which works to implement the Glasgow Food Plan. One Big Picnic was delivered by working with groups providing food including: Empower Women for Change, Pollokshields Community Food Point, BJO Amara Association, SEVA Scotland, Guru Nanak Sikh Temple, Vision Again Scotland, Safeeran-E-Aman Britannia, Glasgow Jewish Representative Council, Help for the Homeless (H4TH), Society of St Vincent de Paul, St Mary's Episcopal Church, Justice and Peace Commission, and our own Weekend Club. Volunteer assistance was provided by Emmaus and Gilded Lily and activities were provided by: Yemeni Scottish Foundation, Glasgow Food Policy Partnership, members of the Hindu and Sikh Communities, Glasgow Jewish Representative Council and Music Broth.

Financial Review

Overview

Total Receipts of £188,960 (2022: £155,248) were received and the main source of income continues to be Grant funding which was all restricted. Within that, £15,592 (2022: £5,421) was unrestricted and £173,368 (2022: £149,827) was restricted.

We are pleased that donations to the charity are increasing, and this year we received donations totalling £17,369 (£8,936) with a further £817 of associated Gift Aid received in this financial year. An important element of personal donations is that these can be made under Gift Aid which enables us to claim an additional 25% tax rebate from the government at no cost to the donor. If you are eligible, we urge all our supporters to use Gift Aid.

Payments totalling £174,273 (2022: £150,549) were made carrying out the charitable activities. £227 (2022: £172) of those payments were made from unrestricted funds and £174,046 (2022: £149,827) from restricted funds.

The charity had a surplus for the financial period of £14,687 (2022: £4,699). This primarily reflects the increase in unrestricted funding that was received. As a result, the charity has carried forwards balances of unrestricted funds of £35,909 (2022: £20,544) and restricted funds of £13,963 (2022: £14,641)

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 unrestricted free reserves of £35,909 (2022: £20,544). The Charity Trustees had previously recognised that reserves had to be increased in line with increasing turnover and had determined that based on last year's funding levels reserves of at least £25,000 would be appropriate. We are delighted that we have more than achieved.

With the funding challenge brought about by the withdrawal of the Glasgow Communities Fund, the Trustees have agreed to initially allow up to £10,000 of the reserves to be used to help meet the operating costs in 2023-24. Depending on funding achieved later in the year this may need to be revisited.

Risk Assessment

At present the Trustees have identified three key risks:

Funding

We have always recognised the risk of funder withdrawal as a serious risk. In the early days of the organisation, this was an acute risk as our only significant funder was the Scottish Government. However, when we received an award from the Glasgow Communities Fund, we thought that we were more secure. Whilst this was true for a period, the withdrawal of this funding by Glasgow City Council from 31st March 2023 has put us in a very perilous position.

We have secured some short-term funding, and now are reasonably hopeful of being able to continue in a more limited manner for the year 2023-24. However, securing multiple long term funding streams must clearly be a priority for us to secure our long-term future. The Scottish Government has indicated that there may be changes to their funding arrangements in 2024. Until we know more about this, we must consider this a further risk to our security.

Protection of Vulnerable Groups

The employees and volunteers who work with children and vulnerable adults must be members of the Protecting Vulnerable Groups ("PVG") Scheme. We keep this under review and are considering what further steps we can take to continually improve our safeguarding procedures as part of improving our governance processes.

Staff

Our staff are probably our most valuable asset. Loss of valuable and experienced staff is therefore a significant risk. This year we have lost two staff and one sessional worker. Whilst all left voluntarily to pursue their own careers, one left due to perceived job insecurity due to the current funding situation.

At the end of 2022, as the cost-of-living crisis heightened, we were able to make an ex-gratia payment to our staff. The Trustees considered this to be an appropriate measure to support staff given the high levels of inflation being experienced by everyone.

Future Plans

The Trustees were delighted to adopt the charity's first Strategic Plan during the year which sets out our vision until 2026. It is hoped to update this every 2 – 3 years to keep it up to date. It is ironic that having become more established and able to take a longer-term view, our focus has again become short-term due to funding pressures. However, in all our work we will keep our vision in mind:

1. Climate Solidarity, Climate Justice. There is growing solidarity between people from diverse religious and cultural backgrounds in relation to the climate crisis and greater understanding of the far-reaching demands – both global and local - of climate justice.
2. Disadvantage and Net Zero. There is greater understanding of the needs of Glasgow's most vulnerable and disadvantaged communities (especially refugees and people in poverty), of the environmental factors that are of most concern to them, and of how the transition to net zero might intersect with their concerns.
3. Societal Contributions Recognised. There is greater awareness of the role played by diverse groups in assisting disadvantaged communities in Glasgow.
4. A Cooperative Response to Poverty and Refugee Integration. There is greater solidarity and cooperation between people from diverse backgrounds in relation to poverty-relief and refugee-integration work, those involved are empowered to communicate what they do more effectively and to raise their collective voice, and – post-pandemic - people's energy to work for social justice is revitalised.
5. Social Contact. There is constructive social contact between diverse religion and belief groups - including groups who have not previously engaged in interfaith activity – and religious intolerance is thereby diminished.
6. Transformative Dialogues. People have opportunities to engage in constructive, listening-focused conversations about issues that matter to them with people with whom they may disagree; and to experience the transformative effects of this kind of dialogue.
7. Resourcing Communities. Interfaith Glasgow is supporting and resourcing communities through our activities, influence, and training provision.

As well as setting a backbone to our activities the Strategic Plan also includes a Fundraising Strategy. Unfortunately, this has already been overtaken by the loss of the Glasgow Communities Fund, which we had hoped would continue and provide a significant part of our funding. The funding challenge we are facing has seen us increase fund-raising activity amongst supporters and local community groups, with some success. We undoubtedly need to build upon this part of our Strategic Plan.

This report was approved by the trustees on 29th June 2023 and signed on their behalf by:



Philip Mendelsohn Chair

Independent Examiner's Report

to the Trustees of Interfaith Glasgow

I report on the Statement of Account of the charity for the year ended 31 March 2023, which is set out in this document. The accounts of which are set out on pages 16 to 21.

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.



30th June 2023

Margaret Birse CCFA CIPFA (affil) FCIE

23 Clark Avenue

Linlithgow

EH49 7AP

ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2023

Receipts and Payments Account

For the year ended 31 March 2023

		Unrestricted Funds	2023 Restricted Funds	Total Funds	2022 Total Funds
	Note	£	£	£	£
Receipts					
Donations	6	13,814	4,372	18,186	8,936
Grants	5	-	168,996	168,996	146,311
Bank Interest		162	-	162	1
Charitable Trading		1,536	-	1,536	-
Other Income		80		80	
Total Receipts		15,592	173,368	188,960	155,248
Payments					
Cost of Raising Funds	7	160	60	220	-
Charitable Activities	8	67	173,045	173,112	149,550
Governance Costs				-	
Independent Examination Fee		-	550	550	550
		227	173,655	173,882	150,100
Purchase of Fixed Assets	9		391	391	449
Total Payments		227	174,046	174,273	150,549
Net Movement of Funds		15,365	(678)	14,687	4,699
Transfers between funds		-	-	-	-
Surplus/(Deficit) for the year		15,365	(678)	14,687	4,699

The Notes on pages 18 to 21 form an integral part of these accounts.

ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2023

Statement of Balances

At 31 March 2023

		Unrestricted Funds	2023 Restricted Funds	Total Funds	2022 Total Funds
	Note	£	£	£	£
Balance as at 1 April 2022	10	20,544	14,641	35,185	30,486
Surplus/(Deficit) for year		15,365	(678)	14,687	4,699
Balance as at 31 March 2023		<u>35,909</u>	<u>13,963</u>	<u>49,872</u>	<u>35,185</u>
Other Assets					
IT Equipment				7,885	7,494
Furniture				2,548	2,099
				<u>10,433</u>	<u>9,593</u>
Liabilities					
Independent Examination & Preparation of Accounts				650	550
O/S Fees				50	
				<u>700</u>	<u>550</u>

The Notes on pages 18 to 21 form an integral part of these accounts.

These accounts were approved by the trustees on 29th June 2023 and signed on their behalf by:



Philip Mendelsohn

Chair

Notes to the Accounts

For the year ended 31 March 2023

1. Basis of Preparation

These accounts have been prepared on the receipts & payments basis in accordance with The Charities and Trustee Investment (Scotland) Act 2005 and 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

Unrestricted funds are those that can be expended at the discretion of the trustees in the furtherance of the objects of the charity.

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.

The purposes of the funds are shown in Note 11.

3. Taxation

The charity is not liable to income tax or capital gains tax on its charitable activities.

The charity is not registered for VAT and therefore all costs are shown inclusive of VAT charged.

4. Transactions with trustees and related parties

No remuneration was paid to trustees, or any persons connected with them during the year (2022: £Nil).

No expenses were reimbursed to the trustees during the year (2022: £Nil).

5. Analysis of Grants

		2023			2022
		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	Note	£	£	£	£
Glasgow Communities Fund		-	83,391	83,391	86,115
Scottish Government - Promoting Equality and Cohesion Fund		-	50,000	50,000	50,000
National Lottery Community Fund		-	-	-	9,996
National Lottery Awards for All		-	10,000	10,000	-
Aberlour		-	-	-	200
People's Postcode		-	24,905	24,905	-
Loch Lomond		-	200	200	-
WWF		-	500	500	-
Total Grants Received		-	168,996	168,996	146,311

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023

6. Analysis of Donations

		2023			2022
		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	Note	£	£	£	£
CAF Online Giving		3,870	165	4,035	-
Gift Aid		452	32	484	-
GoFundMe Donations		-	1,895	1,895	-
GoFundMe Gift Aid		-	333	333	-
Other Donations & Gifts		9,492	1,947	11,439	8,936
Total Donations Received		13,814	4,372	18,186	8,936

7. Analysis of Cost of Raising Funds

		2023			2022
		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	Note	£	£	£	£
Cost of CAF online		160	5	165	-
Cost of GoFundMe		-	55	55	-
Total Cost of Raising Funds		160	60	220	-

8. Analysis of Cost of Charitable Activities

		2023			2022
		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	Note	£	£	£	£
Salary Costs			120,534	120,534	104,273
Payroll & HR Costs		-	654	654	-
Other staff Costs		27	425	452	-
Staff Expenses		-	136	136	420
Training		-	496	496	943
Sessional & Freelance Costs			14,584	14,584	6,791
Recruitment			-	-	-
Volunteer Expenses		-	683	683	100
Events & Projects		40	20,579	20,619	22,794
Print & Design		-	834	834	1,300
Premises		-	6,179	6,179	5,505
Administration		-	3,031	3,031	3,425
Professional Fees			-	-	-
Bank Charges		-	72	72	96
Consumables		-	84	84	144
IT & Software		-	2,401	2,401	2,893
Telecomms		-	1,254	1,254	656
Other Governance Costs		-	1,099	1,099	210
Total Charitable Activity Expenditure		67	173,045	173,112	149,550

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023

9. Cost of Asset Purchases

		2023			2022
		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	Note	£	£	£	£
Furniture				-	449
IT Equipment		-	391	391	-
Total Purchase of Fixed Assets		-	391	391	449

10. Movement of Funds

		Opening Balance	Receipts	Payments	Closing Balance
		£	£	£	£
Unrestricted Funds					
General Fund		20,544	15,592	(227)	35,909
Total Unrestricted Funds		20,544	15,592	(227)	35,909
Restricted Funds					
Weekend Club		5,497	3,804	(1,768)	7,533
Glasgow Sharing of Faiths		289	-	(289)	-
Beyond COP26 - Building the Interfaith Climate Justice Movement		8,655	-	(8,655)	-
Interfaith Food Justice Network		200	123	-	323
Glasgow Communities Fund		-	83,396	(78,763)	4,633
Scottish Government - CCD		-	50,000	(50,000)	-
National Lottery - WWF (Climate)		-	500	(500)	-
National Lottery -Awards for All Interfaith Food Network & One Big Picnic		-	10,000	(10,000)	-
Weekend Club PPT			24,905	(23,971)	934
ANTS			540	-	540
Family Fun Day			100	(100)	-
Total Restricted Funds		14,641	173,368	(174,046)	13,963
Total Funds		35,185	188,960	(174,273)	49,872

11. Purpose of Restricted Funds

Weekend Club	Funds received from the Endrick Trust, Faith in the Community Scotland, the Scottish Refugees Council and Aberlour to be used for the Weekend Club Project
Glasgow Sharing of Faiths	Funds received for the purpose of honouring the memory of Stella Reekie.
Beyond COP26	Funding received from the National Lottery Community Fund to be expended on the project Beyond Cop26: Building the Interfaith Climate Justice Movement
Interfaith Food Justice Network	Funds received specifically for the Interfaith Food Justice Programme
Glasgow Communities Fund	Funding received to be used for staff and operational costs only

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023

SG – CCD	Funding Received from the Scottish Government specifically to be used for staffing, direct project costs and overheads.
National Lottery – WWF	Funds to be used for Climate Action work
Interfaith Food Network & One Big Picnic	Funds received from the National Lottery Awards for All programme, specifically to be used for the Interfaith Food Network and One Big Picnic Projects.
Weekend Club PPT	Funds received from the People's Postcode Trust specifically to be used for the Weekend Club
ANTS	Funds to be spent on the dialogue series "Understanding Antisemitism: Difficult Questions in Jewish Christian Dialogue"
Family Fun Day	Donation received from Interfaith Scotland towards the cost of the Family Fun Day.