



Company number: 01544957

Charity number: 282305

Minority Rights Group

Report and Financial Statements

For the Year ended 31 December 2016

Minority Rights Group
Contents

For the year ended 31 December 2016

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Minority Rights Group

Report of the Council

For the year ended 31 December 2016

Status: The organisation is a charitable company limited by guarantee, incorporated on 11th February 1981 and registered as a charity on 11th May 1981.

Governing documents: The memorandum and the articles of association, amended on 14 October 2011, establish the objects and powers of the charitable company and how it is governed.

Investment powers: The governing documents give Minority Rights Group the power to invest the monies of the charity not immediately required for its purposes.

Company number	1544957	
Charity number	282305	
Registered office and operational address	54 Commercial Street, London E1 6LT	
Honorary officers	Gay McDougall	Chair
	Arjan Buteijn	Treasurer
	Mark Lattimer	Secretary

Members of the Council of Management

The Council members who served during the year and up to the date of this report were as follows:

Tom Astor
Albert Barume
Arjan Buteijn - Treasurer
Joe Frans
Françoise Hampson
Michelo Hansungule
Mahdiz Keshavarz
Gay McDougall - Chair of the Council
Rodolfo Stavenhagen – Resigned 8 May 2016
Melakou Tegegn
Meena Varma - Chair of the Finance & General Purposes Committee

Principal staff	Mark Lattimer Claire Thomas Carl Soderbergh Lucy Claridge Olu Coker Berihu Mohammed	Executive Director Deputy Director Director of Policy & Communications Legal Director Director of Finance, Administration & IT – until 12 December 2016 Director of Finance, Administration & IT – from 12 December 2016
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Bankers NatWest Bank Plc, 38 Strand, London WC2N 5JQ

Solicitors Bates, Wells and Braithwaite, 10 Queen Street Place, London EC2R 1BE

Auditors Kingston Smith LLP, Devonshire House, 60 Goswell Road, London EC1M 7AD

Minority Rights Group

Report of the Council

For the year ended 31 December 2016

Report of the Council

The Council present their report and audited financial statements for the year ended 31 December 2016.

The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities (FRS 102).

Introduction

2016 was the fourth and final year of Minority Rights Group's 4 year strategic period. The year saw the consolidation of our new work across the Middle East, continuing development and strong progress in terms of legal cases and continuing work in Africa, Asia and Europe. Instability, conflict, migration and refugee flows continued to be major external factors that affected our work. Interference by the authorities in the operation of civil society organisations seeking peacefully and legitimately to hold governments and decision makers to account continued to be a significant factor that we needed to manage.

MRG remains very grateful to all the partners who have worked with us in 2016 (many of whom are working in difficult security environments). We are also grateful to the decision makers, whether at local, national or international level, who have listened to minority viewpoints and concerns and taken points on board, to all those who have reported news – whether in print, broadcast or on the internet – and, last, but not least, all those donors – individuals and institutions – who have provided financial support, without which none of this important work could have taken place.

Objectives, activities and achievements

MRG's objects are to educate the public, promote human rights, prevent and relieve poverty, and promote conflict resolution and reconciliation, with particular reference to the problems of minority groups around the world. MRG's assessment of the challenges faced by minorities and indigenous peoples worldwide has led it to focus on specific areas to try to achieve particular outcomes and impacts.

Public benefit

The MRG International Council has referred the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular the Council considers how planned activities will contribute to the aims and objectives they have set. MRG's trustees have reviewed the charity's objects and have confirmed that they continue to meet the public benefit requirement of UK charitable law.

Contribution of volunteers and interns

MRG benefitted from the support of over 30 temporary interns who supported the work of the organisation through donating skills and time during 2016. This donated work and time was very valuable and is much appreciated.

MRG's aims are to secure the rights of minorities and indigenous peoples and to promote cooperation and understanding between communities. For the strategic period ending in December 2016, MRG had set the following three objectives:

- 1. Countering Discrimination against minorities and indigenous peoples and ensuring they benefit equitably from development.**

We continued to uphold minority and indigenous rights to land where this was threatened in Kenya, Tanzania and DRC. We did this through capacity building training, para legal training, supported advocacy, and research leading to reports

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For the year ended 31 December 2016

and films and supporting legal cases to push for full implementation of existing legislation. As the promise to “leave no one behind” in the 2030 Sustainable Development Goals, was worked into concrete indicators and national plans, MRG worked to keep ethnic, religious and linguistic minorities and indigenous peoples on the agenda and ensure that they are indeed not left out as the plans roll out. We worked with partners representing communities who are among the poorest of the poor to ensure that policy makers are aware of their marginalisation and legitimate needs. We mainstreamed women’s rights and in particular the double discrimination facing women within minority and indigenous communities. We also used culture as a tool to challenge and change discriminatory attitudes held by majority community members that perpetuate cycles of exclusion and poverty. This was done through grants to street theatre projects in the Middle East and North Africa that used drama to challenge racist attitudes affecting minority communities. We also built the capacity of the granted organisations to manage cultural projects.

2. Protecting communities under threat and those persecuted for their minority or indigenous identity.

Under this objective, we have continued and expanded our work to address the persecution of religious minority communities in the Middle East, North Africa and South Asia, and have supported activists and organisations based in Bangladesh, Egypt, Iraq and Pakistan, amongst others, to monitor and gather information on human rights abuses against members of their community and to report on these events nationally and internationally. This led to the publication of 6 reports in 2016 as well as media coverage of the risks to peoples under threat worldwide. MRG supported individuals from all of these countries to attend international advocacy events and to call for accountability for continuing threats to the life, liberty and religious freedom of minorities.

3. Strengthening the voices of minorities and indigenous peoples.

In 2016, we completed a major project supporting journalists to report on minority issues and abuses of minority rights and whilst continuing with our media outreach work, we also took the opportunity to rethink communications and to ensure that we maximise the opportunities presented by new media. We continued with new format multimedia publications (featuring audio, video, photos as well as text) with 5 additional resources in this format launched. Once again, a feature of our work during the year was to ensure that the voices of women from minority communities are heard and this was the focus of work in Kenya, Rwanda and Tanzania as well as East Africa more generally.

As this was the final year of our four year strategic period, we also took the opportunity to look back at our results over the whole period. Some of the highlights during this period included:

- 1,551 minority leaders trained (714 women), including partners’ staff, activists and journalists
- 3158 International news stories on acute situations affecting minority or indigenous communities
- 100,000 spectators in total attended around 300 shows on social inclusion issues in Egypt, Jordan, Israel, Lebanon, Palestine, Morocco and Tunisia
- 80 organizations joined a new minority rights network in the countries of the Eastern Partnership, including Armenia, Azerbaijan, Belarus, Georgia, Moldova and Ukraine
- 4 new laws agreed at national level improving protection for minorities and indigenous people in Kenya, Egypt, Mauritania and Iraq
- 3,500 human rights violations documented in Iraq using the Ceasefire online tools
- 79 paralegals trained to combat evictions and protect minority rights at the grassroots level in East Africa
- 8 documentary films produced on situations of human rights concern and 49 reports and multimedia resources published.
- 19 official recommendations from the UN Human Rights Council or UN Treaty Bodies highlighting minority or indigenous concerns
- 1,271,188 visitors to our website

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For the year ended 31 December 2016

- 18 minority women's organizations supported with training, technical support, and small grants. Published 10 reports and multimedia resources on minority women
- 3 new dedicated anti-slavery tribunals in Mauritania, and the first successful ruling against slave masters for abusing the rights of Haratines

We have also reviewed the targets that we set ourselves for this period. All the targets have been met and some have been considerably exceeded. This is an achievement considering the fundamental and challenging changes in context and increased security risks in many of our programme locations over this period.

Specific Target Results:

1a) 20 instances where duty bearers are held to account for marginalisation or discrimination (through e.g. parliamentary process, litigation, through public debate or press coverage, through UPR, Treaty Bodies, Regional Mechanism or similar.)

Results: Achieved [23 Instances]

1b) 20 instances where marginalised communities enter into face to face dialogue with relevant authorities.

Result: Exceeded [46 instances]

2a) 5 instances where detailed monitoring/collection of evidence adds to materials on grave abuses of rights/FORB in the public domain.

Result: Achieved [6 Instances]

2b) International media coverage of acute situations in at least 10 states

Result: Achieved [703 items of news covering 12 conflict affected countries]

2c) Innovative ways of collecting or reporting threat or incident data are piloted in at least 2 cases

Results: Achieved [4 instances]

3a) 400 activists, paralegals, journalists etc participate in training and report that they are more able to act on minority or indigenous peoples' discrimination issues as a result

Results: Exceeded [1149 instances, including 461 men and 564 women]

3b) 15 small organisations working on minority or indigenous issues report that they are stronger or more effective as a result of MRG's support

Results: Exceeded [34 instances]

Measuring success and impact

MRG's work is primarily focused on ensuring the implementation of human rights through public education, advocacy and empowerment which are types of work widely recognised to be difficult to measure and evaluate. In particular, changes in attitude or behaviour are difficult to measure. Complex social change processes are hard to summarise in a very brief quantitative report. Nonetheless, MRG has persevered with finding ways and means of evaluating and reporting on its work and has a strong reputation among human rights organisations for evaluation and transparency of reporting.

All of MRG's major programmes are independently evaluated when they have been completed and all evaluations are available to read on our website (our work/past programmes and evaluations section). In 2016 we evaluated six closing programmes, including of work in Bosnia, Dominican Republic, Mauritania, Turkey, a regional programme leveraging accession processes to

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For the year ended 31 December 2016

mainstream minority rights in 6 former soviet states in Eastern Europe and a programme that worked with journalists in EU member states to improve reporting about minority situations around the world. The latter report stated:

“One of the major accomplishments of the project includes the creation of an excellent online training course which has achieved significant results. It successfully recruited a wide range of journalists from across project countries and different media. The course built journalist awareness and skills in reporting on development and minority issues.”

The evaluator of the work in Turkey reported that

“The project has been an important first step and has made some important contributions towards achieving grassroots mobilization for monitoring discrimination in formal education in the longer-term.”

Structure, governance and management

MRG is a charitable company limited by guarantee with a memorandum and articles of association as its governing documents.

The governing body of MRG is an International Council, chaired by Gay McDougall. Membership of the Council is broadly balanced and includes members from different world regions and minority communities. Because of MRG's broad constituency and global remit, members do not represent any one particular community but rather ensure that MRG addresses minority rights globally. Members of the charity guarantee to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 December 2016 was 10 (2015 - 10). Members of the Council are members of the charity but this entitles them only to voting rights. One third of Council members retire in rotation each year (but can be re-elected). Council members serve a maximum of 6 consecutive years (or 8 in the case of officers). As Council members step down, new Council members are identified who have particular skills, or who could bring relevant experience and expertise to the charity. New Council members are encouraged to visit MRG's offices for briefings with staff as part of the induction process. They are provided with relevant documents and access to information about the governance and the work of the charity.

Day to day management of the Charity is carried out by a Management Team of 9 senior staff led by the Executive Director who reports to the Council. MRG has two locally registered offices in Hungary and Uganda and cooperates with a number of like-minded charities to share information and achieve common goals. In 2016 we carried out a strategic review and set the following overarching goals for the period 2017-2020.

1. Countering religious and ethnic persecution, a root cause of forced migration
2. Promoting inclusion of minorities and indigenous peoples in sustainable development and society

Financial review

During the year under review, Minority Rights Group achieved an income of £2.3 m. Significant financial support was received from the Blanes Trust, Lucy Astor Foundation, Bill Samuel, The European Union, Irish Aid, The Swedish International Development Cooperation Agency, Norwegian Ministry of Foreign Affairs, Ministry of Foreign Affairs of Finland, Prince Claus Foundation, Dutch Ministry of Foreign Affairs, Canada DFAD, UK Foreign and Commonwealth Office, OHCHR to name but a few. In addition, numerous individuals made donations towards our work. These grants and gifts are greatly appreciated.

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The charity's overall expenditure in 2016 amounted to £2.8 m. The overall operating deficit for the year on the general and restricted funds was £523K. This was adjusted down to a deficit of £492K after taking account of the £31K gains on investments and foreign currency transactions.

This is the first year that the charity has prepared its financial statements under FRS 102. The last financial statements prepared under previous UK GAAP were for the year ended 31 December 2015 and the date of transition to FRS 102 was 1 January 2015. A reconciliation of amounts presented under previous UK GAAP as set out in Note 14 shows the charity's net (income/expenditure) for the financial year ended 31 December 2015 and for its funds as at 1 January 2015 and 31 December 2015 together with an explanation of the accounting policies on transition. The most important effect of the new accounting regulations is that they require MRG to make a significant contingent liability provision relating to the pension deficit reported on previously. This provision is backdated to 2014 and its cumulative value as at 31 December 2016 as calculated with the help of KS, our auditors, was £129K, having fallen from £133K at the end of 2015. This provision is treated as a governance cost and spread across three years, 2014 to 2016, and has had a significant negative impact on general reserves. Our general reserves were reduced by £133K, from £218K in 2014 to £107K by the end of December 2015. Fortunately, we made a surplus on our general funds in 2016 to post a modest but still significant recovery – general funds are therefore showing at £169K as at 31 December 2016.

Reserves policy

In order to ensure continuity of operations in case of temporary loss of funding and provide an adequate buffer to cushion the effect of temporary cash flow difficulties, MRG aims for a level of unrestricted reserves sufficient to cover essential core running costs for 4 to 6 months - estimated at £200,000 to £300,000.

Investment policy and performance

For the level of investment and surplus funds available to the charity, it aims to secure the maximum return possible for minimal risk and a suitable degree of liquidity. Pursuant to these objectives, the charity's surplus funds were invested in two high-rated, unit-based funds to limit risk and provide good liquidity, and all the income from investments were reinvested. The charity sold investments valued at £54K during the year, and the value of the its remaining investment portfolio stood at £236,000 at the year end.

Grant making policy

Funds are provided to partners for joint activities including events, research, publications, national and international advocacy, translations, and other activities within our mandate and charitable objects. The disbursement of these funds is governed by contracts that specify the work to be carried out by the partner, their reporting requirements, deadlines for completion of work, and the disbursement schedule for tranches of funds. MRG also occasionally provides small capital grants for partners for IT equipment as a component of some of its programmes. For these grants, partners must provide a motivation for the use of the equipment, and copies of purchase invoices to verify that funds have been utilised for the intended purpose.

Statement of responsibilities of the Council of Management

The Council (who are also directors of Minority Rights Group for the purposes of company law) are responsible for preparing the Council's report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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For the year ended 31 December 2016

Company law requires the Council to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of its income and expenditure, for that period. In preparing these financial statements, the Council is required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, including FRS 102, have been followed, subject to any material departures disclosed and explained in the financial statements;
- state whether a Statement of Recommended Practice (SORP) applies and has been followed, subject to any material departures which are explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Council is responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Council is aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the Council has taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The Council is responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Remuneration Policy

The governing principles of the Charity's remuneration policy are as follows:

- To ensure delivery of the Charity's objectives
- To attract and retain a motivated workforce with the skills and expertise necessary for organisational effectiveness
- That remuneration should be equitable and coherent across the organisation
- To take account of the purposes, aims and values of the Charity
- To ensure that pay levels and pay increases are appropriate in the context of the interests of our beneficiaries.

Senior Executive Remuneration

In relation to deciding remuneration for the Charity's senior executives, the Charity considers the potential impact of remuneration levels and structures of senior executives on the wider Charity workforce and will take account of the following additional principles:

- To ensure that the Charity can access the types of skills, experiences and competencies that it needs in its senior staff operating in an international environment, the specific scope of these roles in the Charity and the link to pay

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For the year ended 31 December 2016

- The nature of the wider employment offer made to senior employees, where pay is one part of a package that includes personal development, personal fulfilment and association with the public benefit delivered. The Charity recognises that it is, on occasion, possible to attract senior executives at a discount to rates in the public or private sectors.

In line with the recommendations of the NCVO Inquiry into Executive Remuneration published in April 2014, the Charity has decided to disclose the remuneration of all staff who earned more than £50,000 per annum (pro rata). This is currently the Executive Director and the Deputy Director as all other staff earned below £50,000 per annum.

Remuneration for the year ended 31 December 2016 comprised salary and pension contributions. There are no other pecuniary benefits for senior or other staff at the Charity.



Meena Varma

Vice-chair and Chair of Finance & General Purposes Committee



Mark Lattimer

Executive Director

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND COUNCIL OF MINORITY RIGHTS GROUP

We have audited the financial statements of Minority Rights Group for the year ended 31 December 2016 which comprise the Group Statement of Financial Activities, the Group Summary Income and Expenditure Account, the Group and Parent Charitable Company Balance Sheets, the Group Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and, in respect of the consolidated financial statements, to the charity's Council, as a body, in accordance with Chapter 3 of Part 8 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the charitable company's members and Council those matters which we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charitable company, the charitable company's members, as a body, and the charity's Council, as a body, for our audit work, for this report, or for the opinion we have formed.

Respective responsibilities of trustees and auditor

As explained more fully in the Council's Responsibilities Statement [set out on page 9] the Council (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

We have been appointed as auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements. In addition we read all the financial and non-financial information in the Council's Annual Report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charitable company's affairs as at 31 December 2016 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.


Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Council's Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Act 2011 require us to report to you if, in our opinion:

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Council's remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Council was not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Trustees' Annual Report and from preparing a strategic report


Neil Finlayson (Senior Statutory Auditor)
for and on behalf of Kingston Smith LLP, Statutory Auditor
Devonshire House
60 Goswell Road
London EC1M 7AD

Date: 6/6/2017

Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006.

Minority Rights Group (Limited by guarantee)
Group and Charity Statement of Financial Activities*
(Including Income and Expenditure Accounts)

For year ended 31 December 2016

		2016			2015		
	Note	Restricted	General	Total	Restricted	General	Restated Total
		£	£	£	£	£	£
Income							
Donations and legacies		-	620,556	620,556		408,974	408,974
Investment income		-	14,046	14,046		8,185	8,185
Advocacy & Projects		1,480,577	101,626	1,582,203	2,741,655	-	2,741,655
Policy and publications		-	3,625	3,625		3,716	3,716
Other		-	45,794	45,794		58,850	58,850
	15/2	1,480,577	785,647	2,266,224	2,741,655	479,725	3,221,380
Expenditure							
Raising funds	3	-	139,692	139,692		139,553	139,553
Advocacy & Projects	3	2,063,264	324,459	2,387,723	2,597,252	244,281	2,841,533
Policy and publications	3	-	261,670	261,670		130,214	130,214
Total expenditure	15/3	2,063,264	725,821	2,789,085	2,597,252	514,048	3,111,300
Net incoming (outgoing)		(582,687)	59,826	(522,861)	144,403	(34,323)	110,080
Unrealised gain on investments	8	-	2,317	2,317		11,708	11,708
exchange transactions		28,268	-	28,268	(14,837)	-	(14,837)
		28,268	2,317	30,585	(14,837)	11,708	(3,129)
Net movement in funds		(554,419)	62,143	(492,277)	129,566	(22,615)	106,951
Funds at the start of the year		769,184	107,043	876,227	639,618	129,658	769,276
Funds at the end of the year	15	214,765	169,185	383,950	769,184	107,043	876,227

* being a consolidation of the UK charity and the charity in Hungary, in line with FRS 102.

All the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 15 to the Financial Statements.

Company number. 1544957

Charity number: 282305

Minority Rights Group (Limited by guarantee)
Group Balance Sheet

As at 31 December 2016

	Note	£	2016 £	2015 £
Fixed assets				
Tangible fixed assets	7		2,572	2,028
Investments	8		236,073	278,656
			238,645	280,684
Current assets				
Debtors	9	446,344	391,301	
Cash at bank and in hand		199,726	639,300	
		646,070	1,030,601	
Creditors: amounts due within 1 year	10a	371,765	302,058	
Net current assets			274,305	728,543
Creditors: falling due after 1 year	10b		129,000	133,000
Net assets	11		383,950	876,227
Funds	15			
Restricted funds				
In surplus			214,765	769,184
Unrestricted funds				
Reserves			169,185	107,043
Total funds			383,950	876,227

The notes to form part of the financial statements.

The financial statements were approved by the Council on 20th April 2017, and signed on their behalf by:



 Meena Varma
 Vice-chair and Chair of Finance & General Purposes
 Committee



 Mark Lattimer
 Executive Director

Company number. 1544957

Charity number: 282305

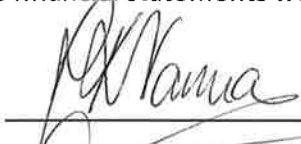
Minority Rights Group (Limited by guarantee)
Charity Balance Sheet

As at 31 December 2016

	Note	£	2016 £	2015 £
Fixed assets				
Tangible fixed assets	7		2,572	2,028
Investments	8		236,073	278,656
			238,645	280,684
Current assets				
Debtors	9	474,988	575,117	
Cash at bank and in hand		149,289	554,137	
		624,277	1,129,254	
Creditors: amounts due within 1 year	10a	369,850	292,476	
Net current assets			254,427	836,778
Creditors: falling due after 1 year	10b		129,000	133,000
Net assets	11		364,072	984,462
Funds	15			
Restricted funds				
In surplus			214,765	899,486
Unrestricted funds				
Reserves			149,307	84,976
Total funds			364,072	984,462

The notes to form part of the financial statements.

The financial statements were approved by the Council on 20th April 2017, and signed on their behalf by:



Meena Varma
Vice-chair and Chair of Finance & General Purposes
Committee



Mark Lattimer
Executive Director

Company number. 1544957

Charity number: 282305

Minority Rights Group (Limited by guarantee)
Group and Charity Cash Flow Statement

For year ended 31 December 2016

	2016	2015
	£	£
Net incoming (outgoing) resources	(522,861)	110,080
Interest received	(4,902)	-
Interest paid	3,298	-
Investment income	(9,127)	(8,185)
Depreciation charges	1,476	4,100
Decrease/ (increase) in debtors	(55,043)	(10,313)
Increase/(decrease) in creditors	65,707	89,096
Net cash inflow/(outflow) from operating activities	(574,526)	184,778
Purchase of tagible fixed assets	(2,020)	(1,020)
Disposal of tangible fixed assets	-	1,063
Sale of investments	54,027	-
Interest received	4,902	-
Interest paid	(3,298)	(1,246)
Net currency exchange adjustments during the year	81,341	11,802
Increase/(decrease) in cash in the period	(439,574)	195,377
Net cash in hand and at bank on 1 January 2016/2015	639,300	443,923
Net cash in hand and at bank at the end of the year	199,726	639,300

	31 December	31 December
	2016	2015
Cash in hand and at bank		
Cash in hand - GBP	2,753	801
Cash at bank - GBP	(63,234)	81,230
Cash in hand - foreign currencies (GBP equivalent)	2,556	7,118
Cash at bank - foreign currencies (GBP equivalent)	257,651	550,151
Net cash in hand and at bank	199,726	639,300

Foreign currency balances - the Euro, USD, Hungarian HUF and Ugandan Shillings - are converted into GBP at year-end rates of exchange recommended by our auditors, Kingston Smith.

Company number. 1544957

Charity number: 282305

Minority Rights Group (Limited by guarantee)

Notes to the financial statements

For the year ended 31 December 2016

1. Accounting policies

- a) The financial statements have been prepared under the historical cost convention as modified by the inclusion of investments at market value, and in accordance with applicable accounting standards and the Companies Act 2006. They follow the recommendations in the Statement of Recommended Practice, Accounting and Reporting by Charities (issued in January 2015). Due to the introduction of the FRS 102 SORP the Group financial statements consolidate the financial statements of the Charity and its subsidiary undertakings for the year. Minority Rights Group Europe is consolidated in these financial statements as a subsidiary. All financial statements are made up to 31 December 2016. All intra-group transactions, balances and unrealised gains on transactions between group entities are eliminated on consolidation. Unrealised losses were also eliminated unless the transaction provides evidence of impairment of the asset transferred. Where necessary, adjustments are made to the financial statements of the subsidiary to bring the accounting policies used into line with those used by other members of the group. For the purpose of these accounts, MRG Africa is treated as a branch and MRG Europe as a subsidiary.
- b) Voluntary income is received by way of donations and gifts and is included in full in the statements of financial activities when receivable. Intangible income is recognised as an incoming resource where the provider of the service has incurred a financial cost. Volunteer time is not included in the financial statements.
- c) Grants are recognised in full in the statement of financial activities in the year in which they are received or receivable whichever is earlier. Grants paid in arrears are deemed to be receivable when the related expenditure has been incurred. Grants received in advance for a specific future accounting period are deferred until such time as they are allowed to be expended.
- d) Income received from overseas is translated at the sterling amount on the day of receipt. Costs incurred overseas are translated into sterling at the average rate of exchange for the month. Foreign funds held are translated into sterling at the rates of exchange ruling at the balance sheet date. Exchange differences are taken into account in arriving at the net incoming resources for the year.
- e) Interest and dividends are recognised when receivable.
- f) Subscriptions are included in income in the year in which they fall due.
- g) Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered. Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the basis of actual staff time attributable to that activity. Amounts transferred to partners for project activities are treated as advances and only charged to project cost when proper returns are received.

Minority Rights Group (Limited by guarantee)

Notes to the financial statements

For the year ended 31 December 2016

- h) Cash and cash equivalents include cash at banks and in hand and short term deposits with maturity date of three months or less.
- i) Debtors and creditors receivable or payable within one year of the reporting date are carried at their transaction price. Debtors and creditors that are receivable or payable in more than one year and not subject to a market rate of interest are measured at the present value of the expected future receipts or payment discounted at a market rate of interest.
- j) Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the statement of financial activities in the year in which they fall due.
- k) Advocacy and Project support costs comprise costs incurred in supporting advocacy and project activities and are included in these costs. Other support costs comprise costs incurred in running the charity, which cannot be directly to the charity's projects or fundraising. These costs are apportioned on the basis of the actual direct expenditure of activities.
- l) The costs of raising funds relate to the costs incurred by the charity in raising funds for the charitable work.
- m) The charitable company operates a pension scheme on behalf of its employees. The assets of the scheme are held separately in an independently administered fund. The pension cost charge represents contributions payable under the scheme by the charitable company. The charitable company has no current liability under the scheme other than for the payment of those contributions although there is a contingent liability in respect of guarantees given by the pension fund trustee which is described more fully in note 14 to the financial statements.

The charity participates in the TPT Retirement Solutions Growth Plan, a multi-employer defined benefit scheme which provides benefits to approximately 1,300 unrelated participating employers. Because it is not possible for the charity to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme, the charity accounts for the scheme as a defined contribution scheme. However, the charity is required to provide for contributions payable to fund the deficit in the financial statements as explained further in Note 14 to the financial statements. The charity is potentially liable for other employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme, although participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.
- n) Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund together with a fair allocation of management and support costs.
- o) Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity.
- p) Designated funds are unrestricted funds earmarked by the Council of Management for particular purposes.
- q) Transfers are made from unrestricted and designated funds to restricted funds to cover shortfalls in project funding.

Minority Rights Group (Limited by guarantee)

Notes to the financial statements

For the year ended 31 December 2016

- r) Depreciation is calculated to write off the cost of fixed assets on a straight line basis over their estimated useful lives:

Furniture and equipment	4 years
Fixtures, fittings, plant and machinery	duration of lease for office premises

Items of equipment are capitalised where the purchase price exceeds £250. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

- s) Investments held as fixed assets are revalued at mid-market value at balance sheet date. The gain or loss for the period is taken to the statement of financial activities.
- t) The trustees have assessed whether the use of going concern is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. In particular the trustees have considered the Charity's forecasts and the pressure on core income and have concluded that there is a reasonable expectation that the charity has adequate resources to continue in operation for the foreseeable future.

2. Unrestricted income analysis

	2016	2015
Core grants, donations and other income	£	£
The Blanes Trust	25,000	25,000
Bill Samuel	10,200	-
Ericson Trust	2,000	2,000
Lee Foundation	-	5,000
Lucy Astor	50,000	-
Ministry of Foreign Affairs of Finland*	29,527	20,475
Pilkington Trust	-	2,000
Swedish International Development Cooperation Agency	426,126	352,207
T. H. Brunner Charitable Trust	1,000	1,000
Norwegian Ministry of Foreign Affairs	206,241	-
Mukesh Kapila	500	-
Eva Reckitt	1,000	-
Other donations and income (net) **	34,253	72,043
Total	785,847	479,725

* MRG received a grant of £288,922 from The Ministry of Foreign Affairs of Finland in 2016. The bulk of the grant, amounting to £259,395, was allocated to a number of projects. (see Note 15)

** Accrued income in 2015 was £27,970 higher than the related income actually received in 2016. Therefore, a negative adjustment was made against other donations and income which, in 2016, amounted to £62,223.

Minority Rights Group (Limited by guarantee)
Notes to the financial statements (continued)

For the year ended 31 December 2016

Note

3 Expenditure - Group and Charity

	Costs of raising funds £	Advocacy & Projects £	Policy & Publications £	Support costs £	Total 2016 £	Total 2015 £
Staff Costs (note 5)	104,014	498,253	93,462	223,858	919,587	947,371
Consultancy & Volunteers	-	211,396	-	4,314	215,710	228,803
Regional Offices	-	87,597	-	3,650	91,247	208,969
Partners' Activities	-	878,862	-	17,936	896,798	1,069,630
Training Events	-	31,154	-	2,044	33,198	55,338
Policy, publications and information	-	-	113,919	-	113,919	133,104
Recruitment	-	603	-	1,882	2,485	430
Staff Training & Development	105	9,733	479	6,958	17,275	8,338
Staff Travel and subsistence	2,282	76,209	21	21,678	100,190	83,242
Bank charges and forex	174	7,981	-	(16,326)	(8,171)	26,299
Professional Fees	-	40,637	-	38,668	79,305	46,582
Office Running costs	1,201	18,809	1,671	5,557	27,238	7,694
Premises costs	7,830	122,590	10,891	36,215	177,526	165,667
IT & Equipment	2,263	35,431	3,148	10,467	51,308	54,972
Depreciation	73	1,139	101	337	1,650	3,450
Other costs	2,161	33,836	3,006	9,996	48,999	50,600
Charity Management & Statutory	918	14,371	-	5,531	20,821	20,811
	121,022	2,068,602	226,698	372,763	2,789,085	3,111,300
Support costs *	18,670	319,121	34,972	(372,763)	-	-
Total expenditure	139,692	2,387,723	261,670	-	2,789,085	3,111,300

* Support costs are apportioned to primary activities in proportion to the total direct and allocated expenses of such activities.

Minority Rights Group (Limited by guarantee)

Notes to the financial statements (continued)

For the year ended 31 December 2016

Note

4. (Outgoing)/incoming resources for the year - Group and Charity

This is stated after charging / crediting:

	2016 £	2015 £
Depreciation	1,476	4,100
Council members' remuneration	-	-
Council members' expenses	20,151	20,229
Auditors' remuneration:		
Group and charity general audits	22,679	15,600
Donor (project) audits	31,721	15,600
Operating lease rentals:	-	-
Property	125,000	125,088
Other	5,074	5,818

Council members' reimbursed expenses represent the reimbursement of travel and subsistence costs to 10 (2015: 10) members relating to attendance at meetings of the Council.

5. Staff costs and numbers

Staff costs were as follows:

	2016 £	2015 £
Salaries and wages	767,936	800,011
Social security costs	82,342	63,995
Pension contributions	63,166	28,345
Other staff cost	6,143	9,307
	919,587	901,658

Salaries include those of 2 Key management personnel, the highest paid employees, who earned a total of £123,834 during the year (2015:£137,244). One employee earned between £70,001-£80,000 during the year (2015:1). Employer pension contributions for that employee totalled £7,839 in 2016 (2015: £7,895). The salary and on-cost of the other key staff was £157,000 (2015: £155,000)

The average weekly number of employees (full-time equivalent) during the year was as follows:

	2016 No.	2015 No.
Directors' office including fundraising	6	5
Administration and finance	4	4
Projects and project support including Regional Offices	24	24
	34	33

Operational and management staff time is assigned to activities on the basis of time actually worked. Support staff time is assigned to activities pro rata based on the numbers of employees (full-time equivalent) working on those activities.

6. Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Minority Rights Group (Limited by guarantee)

Notes to the financial statements

For the year ended 31 December 2016

Note

7. Tangible fixed assets- Group and charity

	Furniture and equipment 2016 £	Furniture and equipment 2015 £
Cost		
At the start of the year	171,429	206,755
Additions in year	2,020	1,020
Disposal	-	36,346
At the end of the year	173,449	171,429
Depreciation		
At the start of the year	169,401	200,584
Disposal	-	35,283
Charge for the year	1,476	4,100
At the end of the year	170,877	169,401
Net book value		
At the end of the year	2,572	2,028
At the start of the year	2,028	6,171

8. Investments- group and Charity

	2016 £	2015 £
Market value at the start of the year	278,655	258,763
Sale of investments	(54,027)	-
Investment Income rolled over	9,128	8,185
Unrealised gain	2,317	11,708
Market value at the end of the year	236,073	278,656
Historic cost at the end of the year	81,995	121,113

9. Debtors

	2016 £	Group 2015 £	2016 £	Charity 2015 £
Trade debtors	3,782	4,016	3,782	4,016
Outstanding with Partners	117,785	132,047	117,785	78,274
Regional Offices balances	-	3,310	33,189	219,815
Other debtors	14,882	29,876	10,337	7,350
Due from other parties/Tax & Soc sec	-	4,059	-	478
Prepayments	32,816	34,723	32,816	35,156
VAT	-	405	-	1,817
Accrued income	277,080	182,865	277,080	228,211
	446,344	391,301	474,988	575,117

Minority Rights Group (Limited by guarantee)

Notes to the financial statements (continued)

For the year ended 31 December 2016

Note

10a. Creditors: amounts due within 1 year

	Group		Charity	
	2016	2015	2016	2015
	£	£	£	£
Trade creditors	49,507	54,399	49,507	-
Taxation and social security	4,121	-	4,121	-
ZHRF	-	19,500	-	19,500
Other Creditors	11,226	10,390	11,226	10,390
Accruals	306,911	217,769	304,996	262,586
	371,765	302,058	369,850	292,476

10b. Creditors: amounts due after 1 year

	Group		Charity	
	2016	2015	2016	2015
	£	£	£	£
Pension liability	129,000	133,000	129,000	133,000
	129,000	133,000	129,000	133,000

11. Analysis of net assets between funds

	Restricted funds	General funds	Total Funds
Group	£	£	£
Tangible fixed assets	-	2,572	2,572
Fixed asset investments	112,052	124,020	236,072
Net current assets	102,713	42,593	145,306
Net assets at the end of the year	214,765	169,185	383,950

	Restricted funds	General funds	Total Funds
Charity	£	£	£
Tangible fixed assets	-	2,572	2,572
Fixed asset investments	112,052	124,020	236,072
Net current assets	102,713	22,715	125,428
Net assets at the end of the year	214,765	149,307	364,072

12. Operating lease commitments

The charity had commitments at the year end under operating leases as follows

Property	2016	2015
	£	£
Under 1 year	125,000	125,000
2-5 years	114,583	239,583
Over 5 years	-	-
	239,583	364,583

Equipment	2016	2015
	£	£
Under 1 year	5,537	3,977
2-5 years	7,277	5,014
Over 5 years	1,950	-
	14,764	8,991

Minority Rights Group (Limited by guarantee)

Notes to the financial statements (continued)

For the year ended 31 December 2016

13 Foreign Exchange

Restricted fund balances held in foreign currencies at year end have been translated to UK Sterling at the exchange rate on 31 December 2016 in line with financial reporting standards. However, these funds remain in foreign currency bank accounts. The EC, one of Minority Rights Group's funders, require conversions between currencies in particular ways stipulated in contracts which may result in exchange differences between the GBP value of the fund balances in Note 15 and the actual value when these balances are spent or converted.

14. Contingent Liability - Pension scheme

Contributions paid into the Growth Plan up to and including September 2001 were converted to defined amounts of pension payable from normal retirement date. From October 2001 contributions were invested in personal funds which have a capital guarantee and which are converted to pension on retirement, either within the Growth Plan or by the purchase of an annuity.

The Trustee of the plan commissions an actuarial valuation every three years to determine the funding position of the plan by comparing the assets with the past service liabilities at the valuation date and the rules of the plan give the trustee the power to require employers to pay additional contributions in order to ensure that the statutory funding objective under the Pensions Act 2004 is met.

The Scheme Actuary has prepared a funding position update as at 30 September 2015. The market value of the plan's assets compared with the plan's Technical Provisions (i.e. past service liabilities) revealed a shortfall of £206.9 million, equivalent to a funding level of 81%.

If an actuarial valuation reveals a shortfall of assets compared to liabilities, the Trustees must prepare a recovery plan setting out the steps to be taken to make up a shortfall. The proposed recovery plan requires participating employers to pay £11,716 per annum, increasing by 3% each year from 1 April 2103. The additional contributions stands at £14,061 per annum from April 2017.

Following changes in legislation in September 2005 and November 2011, there is a potential debt on the employer that could be levied by the plan's trustees. The debt is only due in the event of the employer ceasing to participate in the plan or the plan winding up. Minority Rights Group has been notified by the Pensions Trust of the estimated employer debt on withdrawal from the plan based on the financial position of the plan as at 30 September 2015. Minority Rights Group would have been liable for an estimated share of the employer debt of £272,022 if it had left the scheme in September 2015.

In the opinion of the Council of Management, as the charity intends to continue offering membership of the plan and as they are unaware of any intention for the plan to be wound up, the debt is unlikely to crystallise in the foreseeable future.

Transition to Financial Reporting Standard (FRS 102)

This is the first year that the charity has prepared its financial statements under FRS 102. The last financial statements prepared under previous UK GAAP were for the year ended 31 December 2015 and the date of transition to FRS 102 was 1 January 2015. A reconciliation of amounts presented under previous UK GAAP is set out below for the charity's net income/expenditure for the financial year ended 31 December 2015 and for its funds as at 1 January 2015 and 31 December 2015. Additional information on the accounting policies on transition is given in Note 1(m) to the financial statements.

The present value of the deficit funding obligation has been calculated based on the net present value of the deficit reduction contribution payable. The present value has been calculated based on the discount rate of 1.44% (2015: 2.50%) which are the

Minority Rights Group (Limited by guarantee)
Notes to the financial statements (continued)
For the year ended 31 December 2016

equivalent single discount rates which, when used to discount the recovery plan contributions due, would give the same results using a full AA corporate bond yield curve to discount those contributions.

14. Reconciliation of net expenditure - Group	2015
	£
Total income as reported under previous GAAP	3,221,380
Total expenditure as reported under previous GAAP	<u>(3,083,300)</u>
Net (income/expenditure) as reported under previous UK GAAP	138,080
Pension deficit	(28,000)
Reclassification of governance costs to support costs	<u>-</u>
Net (income/expenditure) under FRS 102	<u>110,080</u>

	1 January 2015	31 December 2015
	£	£
Reconciliation of total funds		
Total funds as reported under previous UK GAAP	874,276	1,009,227
Pension deficit	(105,000)	(133,000)
	<u></u>	<u></u>
Total funds restated under FRS 102	<u>769,276</u>	<u>876,227</u>

Reconciliation of net expenditure - Charity	2015
	£
Total income as reported under previous GAAP	2,953,972
Total expenditure as reported under previous GAAP	<u>(2,670,160)</u>
Net (income/expenditure) as reported under previous UK GAAP	283,812
Pension deficit	(28,000)
Reclassification of governance costs to support costs	<u>-</u>
Net (income/expenditure) under FRS 102	<u>255,812</u>

	1 January 2015	31 December 2015
	£	£
Reconciliation of total funds		
Total funds as reported under previous UK GAAP	822,862	1,117,462
Pension deficit	(105,000)	(133,000)
	<u></u>	<u></u>
Total funds restated under FRS 102	<u>717,862</u>	<u>984,462</u>

Minority Rights Group (Limited by guarantee)
Notes to the financial statements (continued)
For the year ended 31 December 2016

Note

15. Movement in funds

Restricted funds

	At start of the year	Incoming resources	Outgoing resources	At the end of the year
	£	£	£	£
Africa and Middle East Region	141,825	450,219	(327,567)	264,477
Asia Pacific Region	-	240,423	(322,634)	(82,211)
Europe/CIS Region	(77,326)	141,289	(162,596)	(98,634)
Strategic Communications	-	71,403	(71,403)	-
International Advocacy and Culture	435,067	531,539	(929,058)	37,548
Human Rights in Conflicts	309,255	45,705	(250,006)	104,954
	808,821	1,480,577	(2,063,264)	226,134
Unrealised foreign exchange differences	(39,637)	28,268	-	(11,369)
Total Restrictced Funds	769,184	1,508,845	(2,063,264)	214,765
AFRICA AND MIDDLE EAST REGION				
Yemen: Enhancing the Political and Civil Rights of the				
YM1 Muhamasheen Community	90,454	-	(37,162)	53,292
European Commission	90,454	-	(37,162)	53,292
Realising the Rights of Minorities and Indigenous				
IR3 Peoples in East & Central Africa	42,877	222,180	(165,343)	99,714
Irish Aid	42,877	153,544	(96,707)	99,714
Evan Cornish Foundation	-	4,599	(4,599)	-
Ministry of Foreign Affairs of Finland	-	64,037	(64,037)	-
Strengthening Human Rights Advocacy for Freedom of				
ME1 Religion and Belief in the Middle East and North Africa	(5,282)	5,282	-	-
Norwegian Ministry of Foreign Affairs	(5,282)	5,282	-	-
Strengthening Human Rights Advocacy for Freedom of				
DP2 Religion and Belief in MENA *	-	98,189	(109,813)	(11,624)
Dutch Ministry of Foreign Affairs	-	98,189	(109,813)	(11,624)
Protecting & Promoting the Human Rights of				
EG2 Discriminated Minorities in Egypt	-	124,568	(1,473)	123,095
European Commission	-	124,568	(1,473)	123,095
BA2 Batwa Education	13,776	-	(13,776)	-
Allan & Nesta Ferguson C. Trust	13,776	-	(13,776)	-
Sub Total Africa & Middle East Region	141,825	450,219	(327,567)	264,477
ASIA & PACIFIC REGION				
Empowering Thai CSOs representing Marginalised				
TH1 Communities in the Southern Border Provinces	-	186,772	(106,938)	79,834
European Commission	-	146,908	(67,074)	79,834
Ministry of Foreign Affairs of Finland	-	39,864	(39,864)	-
S12 Freedom of Religion & Belief in South Asia	-	25,000	(215,704)	(190,704)
SIDA	-	-	(190,704)	(190,704)
Ministry of Foreign Affairs of Finland	-	25,000	(25,000)	-
Promoting Tolerance through the Arts: Minority-Driven				
PK1 Theatre and Storytelling for Pakistan Youth	-	28,651	8	28,659
Commonwealth Foundation for Democracy	-	28,651	8	28,659
Sub Total Asia & Pacific Region	-	240,423	(322,634)	(82,211)

* This funding match funds the Egypt project listed immediately below as it is operational in Egypt as well as other parts of the Middle East.

Minority Rights Group (Limited by guarantee)

Notes to the financial statements (continued)

For the year ended 31 December 2016

Note	Start of the year	Incoming resources	Outgoing resources	At the end of the year
	£	£	£	£
15. Movement in funds				
EUROPE/CIS REGION				
EP1* Eastern Partnership Minorities Network	(18,209)	54,807	(78,008)	(41,410)
European Commission	(18,209)	3,637	(26,838)	(41,410)
The Visegrad Fund	-	10,170	(10,170)	-
Ministry of Foreign Affairs of Finland	-	41,000	(41,000)	-
Strengthening Basic Human Rights of Minority and Indigenous Peoples in the Russian Federation	(52,134)	-	-	(52,134)
European Commission	(52,134)	-	-	(52,134)
GR1 Sustainable Citizenship Participation	917	-	(917)	-
European Commission	917	-	(917)	-
Mobilising Civil Society for Monitoring Equality in the Formal Education System in Turkey	(7,621)	9,895	(2,274)	-
European Commission	(7,621)	9,895	(2,274)	-
Mobilising Civil Society for Monitoring Equality for Roma People in the Education and Housing Systems in Turkey	(279)	76,587	(81,397)	(5,090)
European Commission	(279)	60,706	(65,517)	(5,090)
UK Foreign and Commonwealth Office	-	15,881	(15,880)	-
Sub Total Europe/CIS Region	(77,326)	141,289	(162,596)	(98,634)
STRATEGIC COMMUNICATIONS				
FI1-5 Minority Inclusion in the post 2015 agenda	-	71,403	(71,403)	-
Ministry of Foreign Affairs of Finland	-	71,403	(71,403)	-
Sub Total Strategic Communications	-	71,403	(71,403)	-
INTERNATIONAL ADVOCACY AND CULTURE				
LG* Legal Empowerment & Strategic Litigation	7,571	37,466	(106,267)	(61,230)
Ministry of Foreign Affairs of Finland	-	2,291	(2,291)	-
LG1/LG5 Freedom Fund	7,571	15,881	(23,452)	-
Garden Court	-	2,000	(2,000)	-
LG5 OHCHR	-	10,725	(10,725)	-
LG9 US DRL	-	6,569	(6,569)	-
LG8 Other legal projects	-	-	(61,269)	(61,269)
SP1 Uprisings and Homecomings	-	-	(1,075)	(1,075)
Swedish Postcode Lottery	-	-	(1,075)	(1,075)
Securing the Recognition of Minorities and Indigenous Peoples and their Rights in Botswana	33,694	14,296	(30,343)	17,647
European Commission	33,694	8,275	(24,322)	17,647
Norwegian Ministry of Foreign Affairs	-	6,021	(6,021)	-
Supporting Minority Victims of Discrimination in Accessing Human Rights in Bosnia & Herzegovina	(36,374)	57,651	(43,660)	(22,383)
European Commission	(8,434)	17,539	(31,488)	(22,383)
Norwegian Ministry of Foreign Affairs	(27,940)	39,112	(11,172)	-
Birkbeck University of London	-	1,000	(1,000)	-
AA1 * Drama, Diversity and Development	442,370	374,345	(665,261)	151,454
European Commission	442,370	315,973	(606,889)	151,454
Prince Claus Fund	-	58,372	(58,372)	-
Street Theatre & Community Consultation to promote participation & access to services in the Dominico-Haitian Community	(9,670)	45,426	(76,909)	(41,153)
European Commission	(9,670)	28,426	(59,909)	(41,153)
UNCHR	-	1,200	(1,200)	-
Ministry of Foreign Affairs of Finland	-	15,800	(15,800)	-
AA5 'Walk into my Life'	(2,523)	2,348	(178)	(353)
European Cultural Foundation	(2,523)	2,348	(178)	(353)
AN1 Supporting Mauritanian CSOS to mainstream gender into their work	(1)	7	(5,365)	(5,359)
European Commission	(1)	7	(5,365)	(5,359)
Sub Total International Advocacy and culture	435,067	531,539	(929,058)	37,548

* Additional match funding was raised and spent by partners and/or grantees on these projects. This additional funding/expenditure is not included in the above figures.

Minority Rights Group (Limited by guarantee)
Notes to the financial statements (continued)
For the year ended 31 December 2016

Note 15 Movement in funds

HUMAN RIGHTS IN CONFLICTS
AA4 Human Rights in Conflicts EU Iraq - Civil society
European Commission
Canadian DFATD
Sub-total: Human Rights in Conflict

Total restricted funds before unrealised foreign exchange gains/(losses)

Unrealised foreign exchange gains (losses) on restricted fund balances

Total restricted funds after unrealised foreign exchange rates

Unrestricted Funds

Revaluation reserve
General fund

Total unrestricted funds

Total funds

At start of the year	Incoming resources	Outgoing resources	At the end of the year
£	£	£	£
309,255	45,705	(250,006)	104,954
309,255	-	(204,301)	104,954
-	45,705	(45,705)	-
309,255	45,705	(250,006)	104,954
808,821	1,480,577	(2,063,264)	226,134
(39,637)	28,268	-	(11,369)
769,184	1,508,845	(2,063,264)	214,765
142,948	11,130	-	154,078
(35,905)	51,012	-	15,107
107,043	62,142	-	169,185
876,227	1,570,987	(2,063,264)	383,950

The total fund is positive where the grant income received is more than the amount spent up to the year end. The carried forward balances are spent on the grant activities in subsequent years. The fund balance is negative where the amount spent up to the year end exceeds the income received on the grant. The carried forward balances are reimbursed from payments from donors in subsequent years.