



**74th
Annual Report
& Accounts
2007/08**

The British Trust for Ornithology
The Nunnery
Thetford
Norfolk IP24 2PU

Registered Charity No. 216652 (England & Wales) No. SC039193 (Scotland)
Company Limited by Guarantee
Registered in England and Wales Company No. 357284

**The British Trust for Ornithology
Council and Management
2008**

Patron HRH The Duke of Edinburgh

Council

<i>President</i>	Baroness Young of Old Scone	2006-2009
<i>Chairman of Council</i>	Dr S Hunter	2005-2008
<i>Honorary Treasurer</i>	N G Campbell	2006-2011
<i>Honorary Secretary</i>	E M Tigwell	2006-2009

<i>Chairman of Regional Network Committee</i>	J V Lloyd	2005-2008
<i>Chairman of Ringing Committee</i>	D G Coker	2007-2010

<i>Other Council Members</i>	Dr A Brenchley	2005-2008
	R Hamilton	2008-2011
	Dr I R Hartley	2008-2011
	Dr R J Harris	2007-2010
	Professor P Monaghan	2007-2010
	Professor I Newton	2008-2011
	Professor J O'Halloran	2005-2008
	T J Osmond	2006-2009
	Professor D T Parkin	2008-2011
	Dr J M Reid	2007-2010

Vice Presidents	Sir Frederick Holliday	2002-2009
	Dr P Jones	2006-2013
	Dr H P Sitters	2007-2014

Finance & Operations Committee

Chairman Dr S Hunter; *Hon. Treasurer* N G Campbell; *Hon. Secretary* E M Tigwell; D G Coker; J V Lloyd; Professor I Newton; Professor J O'Halloran; T J Osmond; Professor D T Parkin.

Regional Network Committee

Chairman J V Lloyd; R Bland; Dr A Brenchley; M Cadwallender; G C Evans; Dr E C Fellowes; R Hamilton; Dr R J Harris; C Hull; M Wright.

Ringing Committee

Chairman D G Coker; Dr G Q Anderson; S J Foster; Dr I R Hartley; M Hughes; P Jones; S Millar; Dr J M Reid; Dr A Roberts.

Management

Director Dr A Clements; *Director of Habitats Research* Dr R J Fuller; *Director of Populations Research* Dr S R Baillie; *Director of Services & Company Secretary* A T Scott.

Past Chairmen and Presidents

<i>Chairman</i>		<i>Presidents</i>	
1935-39	The Right Hon. Earl of Mansfield	1958-60, 65-68	R C Homes
1940-41	The Right Hon. Malcolm MacDonald MP	1961-64	C A Norris
1942-47	Dr A Landsborough Thomson CB OBE DSc	1969-72	I J Ferguson-Lees
1948	Dr E M Nicholson CB CVO	1973-76	R A O Hickling
1949	A W Boyd MC	1977-80	J M McMeeking MBE
1950	Sir Norman Kinnear	1981-84	S M Taylor
1951-56	Major-General H P W Houston	1985-89	J A Hancock OBE
1957	R C Homes	1990-93	R P Howard
1988-91	G H Green	1994-96	Sir William Wilkinson
1992-96	I C Castle	1997-2001	Sir Frederick Holliday
1996-2000	Dr H P Sitters	2002-2005	Lord Blakenham
2001-2004	A J Martin		

BRITISH TRUST FOR ORNITHOLOGY
STAFF LIST (as at 31 March 2008)

DIRECTOR : Dr Andy Clements
 Secretary/PA to the Director P/T – Vicky Percy

MEMBERSHIP & DEVELOPMENT DEPARTMENT

Director of Development
 Departmental Secretary P/T
 Vacancy
 as Fundraising &
 Develop. Sec
 Emily Coleman

Assistant Secretary

Nunnery Lakes Site Manager P/T
 Research Officer P/T
 Chris Gregory
 David Glue

Fundraising & Publicity Unit

Head of Unit
 Fundraising & Development Sec. P/T
 Fundraiser P/T
 Assistant Development Sec. P/T
 Project Management Sec.
 Promotions Officer
 Graham Appleton
 Sam Rider
 Kate Aldridge
 Lucy Nixon
 Sandra Sparkes
 Paul Stancliffe

Membership Unit

Head of Unit
 Membership Secretary
 Membership Promotions Officer
 Jeff Baker
 Chris Morley
 Gemma Baldwin

Project Development Unit

Head of Projects
 Project Management Officer
 Dr Nigel Clark
 John Tayleur

Garden BirdWatch Organiser
 Garden BirdWatch Assistant P/T
 Garden BirdWatch Assistant P/T
 Garden BirdWatch Assistant
 Mike Toms
 Margaret Askew
 Jacky Prior
 Heather Pymar

BTO SCOTLAND

Senior Research Ecologist P/T
 Secretary P/T
 Secretary
 Development & Administration Officer
 Research Ecologist P/T
 Research Ecologist
 Field Ornithologist
 Research Ecologist
 Development & Fieldwork Co-ord.
 Dr Chris Wernham
 Rebecca Cranston
 Anne Carrington-Cotton
 Robin Anderson
 John Calladine
 Dr David Douglas
 Graeme Garner
 Dr Liz Humphreys
 Jacqui Kaye

HABITATS RESEARCH DEPARTMENT

Director of Habitats Research
 Departmental Secretary
 Secretary
Dr Rob Fuller
 Nicki Read
 Maria Knight

Terrestrial Ecology Unit

Head of Unit P/T
 Research Manager
 Atlas Co-ordinator
 Research Manager
 Research Ecologist
 Research Ecologist
 Research Ecologist
 Research Manager
 Research Ecologist
 Research Ecologist
 Research Ecologist
 Research Manager
 Atlas Organiser – Scotland P/T
 Dr Juliet Vickery
 Dr Phil Atkinson
 Dawn Balmer
 Dr Dan Chamberlain
 Greg Conway
 Dr Simon Gillings
 Su Gough
 Dr Ian Henderson
 Dr Chris Hewson
 Chas Holt
 Dr Gavin Siriwardena
 Bob Swann

Wetland & Coastal Ecology Unit

Head of Unit & Senior Ecologist
 Unit Secretary P/T
 Team Leader
 Research Manager
 WeBS Low Tide Count Organiser
 WeBS Research Officer
 Research Ecologist
 Research Manager (WeBS)
 Research Ecologist
 Dr Mark Rehfisch
 Heidi Mellan
 Dr Graham Austin
 Dr Niall Burton
 Neil Calbrade
 Mark Collier
 Dr Ilya Maclean
 Dr Andy Musgrove
 Dr Lucy Wright

POPULATIONS RESEARCH DEPARTMENT

Director of Populations Research
 Departmental Secretary
 Secretary

Dr Stephen Baillie
 Susan Waghorn
 Mandy Andrews

Census Unit

Head of Unit
 Research Officer
 Population Biologist
 Population Biologist
 Team Leader
 Breeding Bird Survey Organiser
 Research Ecologist
 Research Officer

Dr David Noble
 Rachel Coombes
 Dr Sarah Davis
 Dr Andrew Joys
 John Marchant
 Kate Risely
 Dr Nancy Ockendon
 Richard Thewlis

Demography Unit

Head of Unit & Senior Ecologist P/T
 Population Biologist
 Nest Records Officer
 Ecological Statistician
 Head of Nest Records
 Population Biologist
 Senior Population Biologist (Ringing)

Dr Humphrey Crick
 Mark Grantham
 Carl Barimore
 Vacancy
 Dr Dave Leech
 Dr Stuart Newson
 Dr Rob Robinson

Information Systems Unit

Head of Unit
 Computer Support Officer
 Web Software Developer
 Database Officer
 Web Software Developer
 Librarian P/T
 Software Development Team Leader P/T

Dr Peter Lack
 Luke Delve
 Dr Iain Downie
 Stuart McHugh
 Dr Bryony Mackenzie
 Carole Showell
 Karen Wright

Ringing Unit

Head of Unit
 Unit Secretary
 Licencing and Sales Team Leader
 Temporary Recovery Officer
 Ringing Officer
 Ringing Sales Officer P/T

Jacquie Clark
 Jane Waters
 Jeremy Blackburn
 Lee Barber
 Diana de Palacio
 Anne Trehwitt

Ringing Data Team Leader
 Ringing Data Officer
 Temporary Recovery Officer
 Temporary Ringing Report Officer
 Ringing Data Assistant P/T
 Recoveries Officer

Bridget Griffin
 Sue Adams
 Katie Boswell
 Liz Coiffait
 Brenda Read
 Miranda Shephard

ADMINISTRATION DEPARTMENT

Director of Services
 PA/Personnel Officer

Andrew Scott
 Sophie Foulger

Administration Officer
 Receptionist P/T
 Management Accountant
 Secretarial Assistant
 Financial Accounts Officer/
 Administration Supervisor
 Receptionist P/T
 Gardener/Handyman

Sam Birch
 Christine Bloomfield
 Vacancy
 Sonya Calder
 Mary Gray
 Charmain Innes
 Chris Nichols

Additional Temporary Staff

There are a number of field ornithologists employed on a seasonal basis for the breeding season

**The British Trust for Ornithology
Council (Trustees') Report
For the Year Ended 31 March 2008**

For the purposes of Section 45 of the Charities Act 1993 and Directors' Report for the purposes of Section 234 of the Companies Act 1985.

Company number:	357284
Charity number:	216652 (England and Wales) SC039193 (Scotland)
Principal Office and Registered Office:	The Nunnery, Thetford, Norfolk IP24 2PU
Principal Advisers:	
Auditors	Lovewell Blake, The Gables, Old Market Street, Thetford, Norfolk IP24 2EN
Principal Bankers	National Westminster Bank plc, 7 Cornhill, Bury St Edmunds, Suffolk IP33 1BQ Royal Bank of Scotland, 2 Blenheim Place, Edinburgh EH7 5JH
Solicitors	Eversheds, 1 The Close, Norwich, Norfolk NR1 4DX
Pensions Advisers	Russell Ulyatt Financial Services Ltd, 1 The Triangle, ng2 Business Park, Nottingham NG2 1AE
Insurance Brokers	Uttings, 16 The Fairland, Hingham, Norwich, Norfolk NR9 4HN

The members of Council are the directors of the charitable company and the trustees for the purpose of charity law. Those serving during the period were as follows:

Dr A Brenchley	J V Lloyd
N G Campbell	Professor P Monaghan
D G Coker	Professor I Newton (appointed 1 January 2008)
Professor A D Fox (retired 31 December 2007)	Professor J O'Halloran
Dr R G Gibbs (retired 31 December 2007)	T J Osmond
R Hamilton (appointed 1 January 2008)	Professor D T Parkin (appointed 1 January 2008)
Dr R J Harris	Dr J M Reid
Dr I R Hartley (appointed 1 January 2008)	D G Robertson (retired 31 December 2007)
T N Hodge (retired 31 December 2007)	E M Tigwell
Dr S Hunter	Baroness Young of Old Scone

Governing Document

The British Trust for Ornithology (also known as the BTO) is a company limited by guarantee governed by its Memorandum and Articles of Association. It is registered as a charity with the Charity Commission and the Office of the Scottish Charity Regulator. Membership is open to any person whose application is approved by Council upon payment of the requisite subscription. Members undertake to contribute up to £1 each in the event of an insolvent winding up.

Trustees

Trustees are nominated by Council or members and elected by the members at the Annual General Meeting in December each year, to serve from the following 1 January. The normal term of office is four years. New trustees receive a comprehensive information pack and undergo an induction day at The Nunnery to brief them on the BTO and their role as company directors and trustees.

Organisation

The trustees make up the Council, which is the governing body of the BTO. Council meets twice yearly and has delegated many of its executive functions to the Finance and Operations Committee, which meets four times a year. Council and this committee are further supported by the Regional Network and Ringing Committees. The day-to-day management of the BTO is delegated to the Management Group, led by the Director.

Related Parties

The BTO's wholly owned subsidiary, BTO Services Limited, was established to undertake commercial operations in support of the BTO, and gifts its profits to the Trust.

The BTO co-operates with many other charities, with Government agencies and other bodies in pursuit of its objectives, as illustrated in this report.

**The British Trust for Ornithology
Council (Trustees') Report - Continued
For the Year Ended 31 March 2008**

Risk Management

A risk register is maintained which identifies the significant risks faced by the BTO and the measures in place to manage those risks. These are monitored by Management and reviewed annually by the Finance and Operations Committee. The key risks identified relate to the funding environment, recruitment and retention of staff with key skills, retaining volunteer support, IT systems, data management and the final salary pension scheme.

Volunteers

The Trust depends on the contributions of many thousands of volunteers who participate in BTO surveys and other activities. We are greatly indebted to them, and especially to the Regional Representatives and other regional volunteers who organise so much BTO activity at a local level. No attempt is made in this report to quantify their efforts: it is simply acknowledged that without them there would be no BTO.

Financial Review

There was a net operating surplus of £684k in 2007/08 (2006/07 £75k). This reflected an exceptional year for legacies which totalled £882k, including £600k received from the estate of former Council member and Hon Secretary Dilys Breese. The Trust's other principal funding sources continued to be contract income (£1,982k), subscriptions (including BTO, Garden BirdWatch and the Ringing Scheme) (£707k), and trading and consultancy (including BTO Services Limited turnover) (£348k). In addition, £334k was received in specific grants and donations, largely relating to the Atlas Appeal.

A total of £3,533k was spent during the year on carrying out and supporting ornithological research.

The general fall in the stock market in the first quarter of 2008 gave rise to a £67k loss in the market value of BTO investments, although there was a partial recovery in the second quarter.

The pension fund deficit for BTO statutory accounts purposes fell by £245k to £716k. This was due to an increase in corporate bond yields, the measure by which accrued future benefits are discounted to arrive at a present value liability.

Although the pension liability remains a significant risk for the Trust, Council are satisfied that they have taken every reasonable step to protect the interests both of the Trust and of those members and former members of staff remaining in the scheme. The scheme has been closed to new entrants since 2002, and for new staff the Trust makes defined contributions to personal pensions.

Reserves

The trustees aim to maintain unrestricted reserves of three months' operating expenditure, equivalent to £1,085k at 2008/09 budgeted costs. Unrestricted funds excluding fixed assets and pension fund liability totalled £1,634k at 31 March 2008, of which approximately £500k has been committed to existing BTO funded projects, including Atlas 2007-11.

Investments

The Memorandum of Association permits the Trust to invest monies not immediately required for its purposes as the trustees see fit. A proportion of the Trust's unrestricted funds is invested in Common Investment Funds. These funds have ethical investment policies that are considered appropriate for the Trust. The performance target for the funds is top quartile within the relevant sector, as measured over a five-year period, on a total return basis.

**The British Trust for Ornithology
Council (Trustees') Report - Continued
For the Year Ended 31 March 2008**

Objectives and Activities

The objects of the British Trust for Ornithology are, for the benefit of the nation:

- (i) To promote, organise, carry on and encourage study and research and particularly fieldwork for the advancement of knowledge in all branches of the Science of Ornithology, including the investigation and publication of reports on the effects of bird life in relation to agriculture, horticulture, forestry and fisheries.
- (ii) Permanently to preserve and protect lands and objects which by their natural features are suitable for the preservation and study of bird life and fauna and flora generally.

In pursuit of these objects, the Trust has identified its particular mission as follows:

To promote and encourage the wider understanding, appreciation and conservation of birds by:

- conducting high-quality, impartial research in field ornithology;
- providing scientific evidence and advice on priority issues in bird conservation;
- basing this work on a partnership between amateurs and professionals, conducting fieldwork that is both enjoyable and scientifically rigorous.

The strategy formulated to achieve the Mission of the Trust has the broad aims of increasing:

- the extent and quality of its high priority research;
- its contribution to the scientific basis of wildlife conservation;
- membership numbers and the extent to which members and other birdwatchers participate in and enjoy its research programme.

These aims are achieved through a well-defined and cost-effective programme of work in which key elements are:

- Conducting the majority of the fieldwork through a nationwide network of volunteers, with planning of projects, collation of data, and analysis and publication of the results being largely the responsibility of staff, under the guidance of Council and its committees.
- Maintaining a programme of long-term monitoring of bird populations (including integrated demographic monitoring) in order to alert the conservation community to untoward developments, to suggest likely causes and remedies, and to focus the direction of further research.
- Maintaining an evolving programme of research into the relationships between birds and their habitats and into the effects of land management and land-use policies on numbers and distributions of birds.
- Curating our long-term data sets to preserve their integrity and to make them readily available for future analyses.
- Identifying significant problems in ornithological science or conservation and addressing them through either completely new research or the analyses of existing data from our holdings.
- Promoting the use of scientific evidence as the basis for sound conservation decisions.

Achievements and Performance

The objectives set for 2007/08 and the progress achieved against those objectives, which Council believes meets the public benefit requirement for charities, were as follows:

1. *Monitoring: Operate a full programme of long-term surveys (many carried out in partnership with other organisations, such as JNCC, RSPB and WWT) including the Breeding Bird Survey, the Wetland Bird Survey, Garden BirdWatch, BirdTrack, the Ringing Scheme and the components of the Integrated Population Monitoring Programme. Develop further the use of our website and related technologies for gathering data.*

The report on UK waterbird populations in winter 2005/06 was produced based on counts collected under the BTO/WWT/RSPB/JNCC Wetland Bird Survey (WeBS). An online recording system for waterbird counts went live for the first time in winter 2007/08 and was used by about 25% of the WeBS counter network. A full programme of long-term schemes for monitoring the numbers and demography of terrestrial birds was operated successfully, including the BTO/RSPB/JNCC Breeding Bird Survey, the Nest Record Scheme, the Constant Effort (mist-netting) Sites scheme, the Retrapping Adults for Survival Scheme and the Ringing Scheme. Results from these schemes were reported individually and collated through the on-line Breeding Birds in the Wider Countryside Report (<http://www.bto.org/birdtrends>). The Trust contributed to the State of UK Birds Report (with other partners) and to the Pan European Common Bird Monitoring Scheme. Results of BTO monitoring schemes contributed to a range of multi-species indicators produced for government, to biodiversity action plans and to a range of other conservation advice.

**The British Trust for Ornithology
Council (Trustees') Report - Continued
For the Year Ended 31 March 2008**

Achievements and Performance (Cont'd)

2. *Key habitats: Undertake research programmes on the birds of key habitats, particularly farmland, woodland, wetland and urban habitats. Give particular emphasis to how these habitats can be better managed to bring about the recovery of populations that have declined and to improve their biodiversity.*

BTO staff co-organised a conference on habitat creation and restoration at which staff gave presentations on wetland, farmland and woodland habitats. A series of projects was undertaken relevant to evaluating and refining agri-environment schemes. These included work on the design and implementation of delivery mechanisms for winter food resources for seed-eating birds, the evaluation of Entry Level Stewardship (ELS) and the Lapwing Plots element of Higher Level Stewardship, and a general assessment of the likelihood of successful delivery of biodiversity targets under ELS. Work continued on a range of projects aimed at understanding how management practices in woodland affect bird populations and on the consequences for habitat quality of increasing populations of deer. A major analysis was completed of factors related to change in woodland bird communities and analytical work commenced on data collected under the 'Scarce Woodland Bird Survey'. BTO staff co-edited and authored several papers in a special issue of the *Ibis* devoted to the ecology of woodland birds published in November 2007. Several papers were published on urban birds including ones on declining House Sparrows and factors affecting use of green space and gardens by birds. Work continued on studying relationships between shellfisheries and wading birds, and on relationships between wintering Common Scoters and their food supplies in Carmarthen Bay.

3. *Key species: Undertake research on the population dynamics and causes of changes in the numbers of key species of conservation interest. Give particular emphasis to studies of raptors and to initial investigations of the declines of a range of Palaearctic-African migrants across Europe. Develop analytical methods required to underpin these studies.*

National surveys were conducted of breeding Ringed Plovers and Little Ringed Plovers. Analysis commenced on large scale distributions of wintering Golden Plovers and Lapwings. BTO staff were involved in supervising a PhD project that was completed in 2008 on the breeding ecology of the Yellow Wagtail, one of the key declining farmland bird species. Intensive radio-tracking work was conducted on Nightingales in coppiced woodland. Development of the Scottish Raptor Monitoring Scheme continued in collaboration with our partners in that project and the Barn Owl Monitoring Scheme was operated successfully. Population modelling of a number of declining species of conservation interest was undertaken using BTO datasets. Declines shown by a number of long-distance migrants that breed in Britain and Ireland are an increasing cause of conservation concern. Following on from this, Council agreed to fund a number of projects during the year. These include demographic analyses at a European scale, an investigation of potential carry-over effects on breeding performance and a pilot study of possible approaches to investigating what is happening on the African wintering grounds of these species. A PhD studentship to investigate the decline of Willow Warblers also commenced. The causes of different rates of decline in different parts of the UK will be investigated using stable isotopes to investigate potential differences in wintering grounds and a number of BTO datasets to investigate differences in demography.

4. *Climate change: Undertake studies of the effects of climate change on the distribution, abundance and population dynamics of birds of both terrestrial and wetland systems. Give particular attention to the effects of climate change on migratory species and to the development of climate change indicators.*

A review was completed for the African Eurasian Waterbird Agreement (AEWA) secretariat on the implications of climate change for waterbirds. A review paper on the effects of climate change on migratory species from a range of taxonomic groups was completed and accepted for publication. Leading on from this earlier work, a major project on the development of indicators of the effects of climate change on migratory species was undertaken for Defra. This work covered a wide range of taxa, with the Trust leading a consortium of experts on different groups. A successful workshop was held in December 2007 and the final recommendations will be reported in 2008. A review of the effects of climate change on the abundance, distribution and phenology of woodland birds was published, as were two other papers of the effects of climate change on phenology.

5. *Migration: Undertake a programme of research on migration based on both ringing and direct observations. Give particular emphasis to understanding more about the potential for transmission of Avian Influenza and other diseases in wild bird populations.*

BTO licensed birdringers ringed over 800,000 birds in 2007, continuing to contribute to our understanding of migration and demography. BirdTrack continued to be developed as a major source of information on the timing of migration throughout Britain and Ireland. Many enhancements were made to the website, including a number that provide strong

The British Trust for Ornithology
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For the Year Ended 31 March 2008

Achievements and Performance (Cont'd)

integration with Bird Atlas 2007-11. Web-based Migration Mapping Tools were developed to provide Defra and the European Commission with information on bird migration patterns in relation to the potential spread of Highly Pathogenic Avian Influenza. This novel approach built on and extended analyses of ring recoveries that had been undertaken during the previous year. BTO staff worked closely with Defra and with colleagues from other organizations to provide advice in relation to a number of outbreaks of HPAI. The collaborative programme of work on shorebird migration through Delaware Bay in North America continued to produce exciting new findings and two major papers were published.

6. *Bird Atlas 2007-11: Continue to develop plans, and finalise the methodology, for the next ornithological atlas of Britain and Ireland. Undertake the first winter fieldwork season starting in November 2007.*

November 2007 saw the launch of *Bird Atlas 2007-11: The distribution and abundance of breeding and wintering birds in Britain and Ireland*. This massive project has been four years in the planning and is a joint venture between BTO, BirdWatch Ireland and the Scottish Ornithologists' Club. During 2007 the Atlas Co-ordinator took up post, a Scottish Organiser was appointed, the methods were finalised, an online facility for data entry and progress tracking was developed, a series of preparatory meetings was held with local organisers and many promotional talks were given. The first winter of fieldwork finished at the end of February 2008 by which time approximately 444,000 Roving Records and 14,000 Timed Tetrad Visits had been accumulated online, with many others being received on paper.

7. *Methodological Development: Develop sound approaches for data gathering and implement novel techniques for the analysis and modelling of the types of data gathered through BTO research. Develop improved approaches to the delivery of science-based management advice.*

An assessment was undertaken of the efficacy of aerial surveys for detecting change in waterbird populations. We reported on a modelling framework for assessing temporal turnover in animal population and started to implement this on a case study basis with overwintering estuarine shorebirds. Work to improve monitoring of breeding birds along waterways, involving a period of running both mapping censuses through the Waterways Bird Survey and the new transect method of the Waterways Breeding Bird Survey was completed successfully. A new method for relating population changes to the abundance of predators and competitors was published in *Ibis* and further studies based on this approach were initiated. Development of fully integrated analyses of population dynamics continued; several papers were published and a studentship with the National Centre for Statistical Ecology continued. Improvements in the delivery of advice included implementation of our full alerting methodology to trend analyses of BBS data, within the Wider Countryside Report.

8. *International: Carry out a research programme on international aspects of ornithology. Work with others to develop large-scale co-operative ornithological research in Europe, particularly by giving strong support to the work of EBCC and EURING.*

The BTO continued to be closely involved with collaborative European ornithology through the European Bird Census Council, on which one of its staff sits. The BTO is a major contributor to the Pan European Common Bird Monitoring Scheme. A review was undertaken for AEWA on the effect on non-native waterbirds on native waterbird populations with responses being received from 91 out of 119 countries within the AEWA region. The BTO continued to contribute to two Darwin Initiative projects; one focused on sustainable forestry in western Siberia, the other on the effects of modernisation of agriculture in Uganda. Pilot work was undertaken in São Tomé similar to that carried out in Uganda. The Director of Populations Research continued to chair EURING and the hosting of the EURING databank by the BTO was further developed. EURING held a successful general meeting in Hungary and published a brochure entitled "*Bird Ringing for Science and Conservation*" outlining what can be achieved through bird ringing. Relationships with American ornithologists were strengthened; the Director of Populations Research visited the Cornell Laboratory of Ornithology and the Bird Banding Laboratory and gave a plenary lecture at the North American Partners in Flight Conference.

9. *Communication: Report our work through scientific papers, research reports, membership magazine and the media. Enhance the BTO website as a medium for the feedback of results and dissemination of information about our work.*

The work of the Trust was promoted through scientific papers, reports, membership publications and the general media. Further developments in this area were considered by the Promotions and Marketing Working Group, which produced a final report for the Finance & Operations Committee of Council. BTO News was revamped, with guidance from the Working Group, during the course of the year and Nest Box Challenge was developed with the BBC. There were

**The British Trust for Ornithology
Council (Trustees') Report - Continued
For the Year Ended 31 March 2008**

Achievements and Performance (Cont'd)

major website developments relating to online surveys, but work to enhance the BTO's website as a communications tool, did not take place. This remains a high priority.

10. Volunteers: Recruit more members and surveyors. Maintain a full programme of national and regional conferences, to promote contacts between volunteers and staff. Enhance our volunteer networks in Scotland and Ireland (in close collaboration with BirdWatch Ireland) through fully supporting BTO Scotland and the BTO's Ireland officer.

The recruitment of over 1,000 new members more than made up for losses through deaths and resignations, resulting in a net increase of 243 from 12,999 at the end of 2006 to 13,242 a year later. The BTO Annual Conference was held at Swanwick in December and the joint SOC/BTO conference was held in March in Birnam. Five birdwatchers' regional conferences and four ringers' conferences were held. The year saw a significant increase in volunteer participation due to the very effective publicity of the Bird Atlas 2007-11. BTO Scotland held their first Building Bird Monitoring in Scotland meeting designed to encourage greater participation of volunteers. Both BTO Ireland and Wales Officers developed training courses in survey methods with ambitious plans to develop these over the next few years.

Plans for Future Periods

The BTO Strategy 2008-14 is being considered by the Trustees and, if approved, will be implemented from September 2008. The main priorities for the strategy are to:

1. Develop forward looking science programmes in the areas of: monitoring the distribution and abundance of birds, including continuing with Bird Atlas 2007-11; population dynamics research and modelling, including the continuation of our long-term schemes; multi-scale habitat studies; climate change; migration; marine and coastal birds; and bird disease.
2. Improve our data, information and on-line services, remaining at the cutting edge of data gathering and retrieval using new technologies.
3. Improve the profile of the BTO.
4. Increase support and membership by improving our services to this constituency.
5. Increase and broaden the funding base.
6. Achieve best practice Governance.

**The British Trust for Ornithology
Council (Trustees') Report - Continued
For the Year Ended 31 March 2008**

Statement of Council Members' Responsibilities

The Council members are responsible, as Directors of the Company, for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Council members to prepare financial statements for each financial year. Under that law the Council members have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the company at the year end and of the result of the company for that year. In preparing those financial statements, the Council members are required to:

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

The Council members are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Company and to enable them to ensure that the financial statements comply with the Companies Act 1985. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Council members are responsible for the maintenance and integrity of the corporate and financial information included on the Trust's website.

Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Auditors

Baker Tilly UK Audit LLP resigned their appointment as Auditor to the Trust on 8 December 2007 and confirmed that there were no circumstances connected with their resignation which, in their opinion, should be brought to the attention of the members of the Trust. Lovewell Blake were appointed as successor auditors by the members at the Annual General Meeting on 8 December 2007.

Statement as to Disclosure of Information to Auditors

The Council members who were in office on the date of approval of these financial statements have confirmed, as far as they are aware, that there is no relevant audit information of which the auditors are unaware. Each of the Council members has confirmed that they have taken all the steps that they ought to have taken as Council members in order to make themselves aware of any relevant audit information and to establish that it has been communicated to the auditors.

BY ORDER OF COUNCIL



S HUNTER
Chairman



N CAMPBELL
Honorary Treasurer

9 July 2008

Independent Auditor's Report to the Members of The British Trust for Ornithology

We have audited the financial statements of The British Trust for Ornithology for the year ended 31 March 2008 on pages 12 to 29. These financial statements have been prepared under the accounting policies set out therein.

This report is made solely to the company's members, as a body, in accordance with section 235 of the Companies Act 1985. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditors report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective Responsibilities of Council Members and Auditors

The responsibilities of the Council Members (who are the Directors of the British Trust for Ornithology for the purposes of company law) for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) are set out in the Statement of Council Members' Responsibilities.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Act 1985, and whether the information given in the Council Report is consistent with the financial statements.

In addition we report to you if, in our opinion, the company has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding trustees' remuneration and transactions with the charity is not disclosed.

We read other information contained in the Annual Report, and consider whether it is consistent with the audited financial statements. This other information comprises only the Council Report. We consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the financial statements. Our responsibilities do not extend to any other information.

Basis of Audit Opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the Council Members in the preparation of the financial statements, and of whether the accounting policies are appropriate to the charity's circumstances, consistently applied and adequately disclosed.

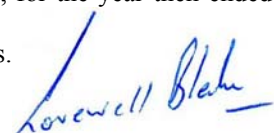
We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion, we also evaluated the overall adequacy of the presentation of information in the financial statements.

Opinion

In our opinion:

- the financial statements give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice, of the state of affairs of the company and the group as at 31 March 2008 and of the incoming resources and application of resources, including income and expenditure, for the year then ended and have been properly prepared in accordance with the Companies Act 1985;
- the information given in the Council Report is consistent with the financial statements.

The Gables
Old Market Street
Thetford
Norfolk IP24 2EN


LOVEWELL BLAKE
Registered Auditors
Chartered Accountants

Date *13th August 2008*

The British Trust for Ornithology
Consolidated Statement of Financial Activities
for the Year Ended 31 March 2008

	Note	Unrestricted Funds	Restricted Funds	Total 2008 £	Total 2007 £
Incoming resources					
<i>Incoming resources from generated funds:</i>					
<i>Voluntary income:</i>					
General donations		130,718	-	130,718	132,698
Legacies		581,636	300,000	881,636	79,632
Specific grants and donations		-	334,094	334,094	265,411
		712,354	634,094	1,346,448	477,741
<i>Activities for generating funds:</i>					
Trading & consultancy		347,617	-	347,617	346,884
Royalties & copyright		126,805	-	126,805	115,434
Corporate membership & sponsorship		88,422	-	88,422	55,021
Other income		36,100	-	36,100	38,549
		598,944	-	598,944	555,888
<i>Investment income</i>	3	72,190	-	72,190	82,296
		1,383,488	634,094	2,017,582	1,115,925
<i>Incoming resources from charitable activities:</i>					
Subscriptions and associated income		707,028	-	707,028	606,349
Contract income		1,982,019	-	1,982,019	2,229,999
		2,689,047	-	2,689,047	2,836,348
Total incoming resources		4,072,535	634,094	4,706,629	3,952,273
Resources expended					
<i>Costs of generating funds:</i>					
Costs of generating voluntary income		37,501	58,873	96,374	69,243
Costs of activities for generating funds		356,417	-	356,417	316,563
		393,918	58,873	452,791	385,806
<i>Charitable activities:</i>					
Volunteer related activities		862,261	22,330	884,591	764,499
Other research activities		2,390,337	258,324	2,648,661	2,568,664
Resource Centre and Archive (revenue costs)		-	-	-	97,020
		3,252,598	280,654	3,533,252	3,430,183
<i>Governance costs</i>		37,051	-	37,051	61,535
Total resources expended	6	3,683,567	339,527	4,023,094	3,877,524
Net incoming resources before transfers		388,968	294,567	683,535	74,749
Gross transfers between funds	15,16	(72,467)	72,467	-	-
Net incoming resources before other recognised gains and losses	4	316,501	367,034	683,535	74,749
(Losses) /gains on investment assets for charity's own use	9	(66,749)	-	(66,749)	35,706
Actuarial gains on pension scheme	18	235,000	-	235,000	279,000
Net movement in funds		484,752	367,034	851,786	389,455
Reconciliation of funds					
Total funds brought forward		2,038,438	147,732	2,186,170	1,796,715
Total funds carried forward		2,523,190	514,766	3,037,956	2,186,170

The notes on pages 17 to 29 form part of these accounts.

The Statement of Financial Activities includes all gains and losses recognised during the year.

All incoming resources and resources expended derive from continuing activities.

The British Trust for Ornithology
Consolidated Income and Expenditure Account
For the Year Ended 31 March 2008

	Note	2008 £	2007 £
Income		4,634,439	3,869,977
Operating expenses		(4,023,094)	(3,877,524)
Excess of income / (expenditure) over operating expenditure / (income)		611,345	(7,547)
Income from Investments	3	72,190	82,296
Excess of income over expenditure for the financial year		683,535	74,749

None of the company's activities was acquired or discontinued during the above two financial years.

The company has no recognised gains or losses other than those dealt with in the income and expenditure account.

The notes on pages 17 to 29 form part of these financial statements.

The British Trust for Ornithology
Consolidated Balance Sheet
as at 31 March 2008

	Note	2008 £	2007 £
Fixed assets			
Tangible assets	8	1,605,103	1,549,287
Investments	9	481,377	548,126
		<u>2,086,480</u>	<u>2,097,413</u>
Current assets			
Stocks	10	103,811	133,402
Debtors	11	1,362,585	781,745
Short-term deposits		1,496,366	1,103,085
Cash at bank and in hand		23,380	283,584
		<u>2,986,142</u>	<u>2,301,816</u>
Creditors:			
Amounts falling due within one year	12	<u>(1,295,838)</u>	<u>(1,229,420)</u>
Net current assets		<u>1,690,304</u>	<u>1,072,396</u>
Total assets less current liabilities		<u>3,776,784</u>	<u>3,169,809</u>
Creditors:			
Amounts falling due after one year	13	<u>(22,828)</u>	<u>(22,639)</u>
Net assets excluding pension scheme liability		<u>3,753,956</u>	<u>3,147,170</u>
Defined benefit pension scheme liability	18	(716,000)	(961,000)
Net assets including pension scheme liability	17	<u>3,037,956</u>	<u>2,186,170</u>
Represented by:			
Restricted funds	16	514,766	147,732
Unrestricted funds	15	2,523,190	2,038,438
Total Funds	17	<u>3,037,956</u>	<u>2,186,170</u>

Niall Campbell

Honorary Treasurer N Campbell

The British Trust for Ornithology

**BTO Balance Sheet
as at 31 March 2008**

	Note	2008 £	2007 £
Fixed assets			
Tangible assets	8	1,605,103	1,549,287
Investments	9	481,477	548,226
		<u>2,086,580</u>	<u>2,097,513</u>
Current assets			
Stocks	10	-	-
Debtors	11	1,405,404	914,196
Short -term deposits		1,495,278	1,103,085
Cash at bank and in hand		10,376	277,796
		<u>2,911,058</u>	<u>2,295,077</u>
Creditors:			
Amounts falling due within one year	12	<u>(1,220,854)</u>	<u>(1,222,781)</u>
Net current assets		<u>1,690,204</u>	<u>1,072,296</u>
Total assets less current liabilities		<u>3,776,784</u>	<u>3,169,809</u>
Creditors:			
Amounts falling due after one year	13	<u>(22,828)</u>	<u>(22,639)</u>
Net assets excluding pension scheme liability		<u>3,753,956</u>	<u>3,147,170</u>
Defined benefit pension scheme liability	18	(716,000)	(961,000)
Net assets including pension scheme liability	17	<u>3,037,956</u>	<u>2,186,170</u>
Represented by:			
Restricted funds	16	514,766	147,732
Unrestricted funds	15	2,523,190	2,038,438
Total Funds	17	<u>3,037,956</u>	<u>2,186,170</u>

Approved by the Council and authorised for issue on 9 July 2008 and signed on its behalf by:

Chairman

S Hunter



Honorary Treasurer

N Campbell



**The British Trust for Ornithology
Consolidated Cash Flow Statement
For the Year Ended 31 March 2008**

	Note	2008 £	2007 £
Reconciliation of changes in resources to net cash (outflow) / inflow from operating activities			
Net incoming resources for the year		683,535	74,749
Depreciation	8	73,761	71,035
Gain on disposal of tangible fixed assets		(3,731)	(400)
Gain on disposal of fixed asset investments	9	-	(388)
Decrease in debtors	11	(580,840)	4,298
Increase (decrease) in creditors	12,13	66,607	(22,361)
Decrease (increase) in stocks	10	29,591	(38,471)
Difference between payments to defined benefit pension scheme and amount charged to expenditure		<u>(10,000)</u>	<u>(368,000)</u>
Net cash inflow (outflow) from operating activities		258,923	(279,538)
Cash flow statement			
Payments to acquire tangible fixed assets	8	(129,846)	(48,017)
Payments to acquire fixed asset investments	9	-	(126,762)
Receipts on disposal of tangible fixed assets		4,000	400
Receipts on disposal of fixed asset investments	9	-	126,762
Net (increase) decrease in short-term deposits		<u>(31,458)</u>	<u>328,309</u>
Net cash inflow		<u>101,619</u>	<u>1,154</u>

Analysis of short term deposits and cash	1 April 2007	Cash flow	Other non-cash changes	31 March 2008
	£	£	£	£
Cash at bank and in hand	283,584	(260,204)	-	23,380
Short term deposits	1,103,085	393,281	-	1,496,366
Net funds	<u>1,386,669</u>	<u>133,077</u>	<u>-</u>	<u>1,519,746</u>

Reconciliation of net cash inflow to movement in net funds	2008 £	2007 £
Increase in cash in the year	101,619	1,154
Cash invested (disinvested) in short-term deposits	31,458	(328,309)
Change in net funds resulting from cash flows	<u>133,077</u>	<u>(327,155)</u>
Movement in net funds in the year	133,077	(327,155)
Opening net funds	1,386,669	1,713,824
Closing net funds	<u>1,519,746</u>	<u>1,386,669</u>

The British Trust for Ornithology
Notes to the Consolidated Accounts
For the Year Ended 31 March 2008

1. ACCOUNTING POLICIES

a) Basis of Preparation

The financial statements have been prepared under the historic cost convention, with the exception of investments and freehold property which are included at market value. The financial statements have been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities (SORP 2005) issued in March 2005, applicable UK Accounting Standards and the Companies Act 1985. The principal accounting policies adopted in the preparation of the financial statements are set out below.

b) Group Financial Statements

These financial statements consolidate the results of the charity and its wholly owned trading subsidiary BTO Services Limited on a line by line basis. A summarised profit and loss account of the subsidiary is given in note 9. A separate Statement of Financial Activities and Income and Expenditure Account is not presented for the charity itself following the exemptions afforded by section 230 of the Companies Act 1985 and paragraph 397 of the SORP. The gross income and surplus for the year of the parent company were £4,387,771 and £683,535 (2007: £3,686,933 and £74,749).

c) Incoming Resources

Voluntary income including donations, gifts and legacies is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.

Income from charitable activities includes income received under contract which is recognised as earned (as the related work is performed). Income from grant funding included in this category provides funding to support charitable activities and is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.

Income is deferred when it is received in advance of the services it relates to. Life membership income is released to the Statement of Financial Activities in equal instalments over a ten-year period.

Income from the trading subsidiary and other commercial trading activities is recognised as earned (as the related goods and services are provided). It includes £44,785 (2007: £48,471) of sales to overseas markets.

Investment income, sponsorship and royalty income and membership subscription income are recognised on a receivable basis.

d) Resources Expended

Expenditure is recognised when a liability is incurred.

Costs are allocated directly to activity cost categories.

Costs of generating funds are those costs incurred in attracting voluntary income, in carrying out trading activities and those costs associated with royalties and sponsorship income.

Charitable activities include scientific research contracts, allocated fund research work and restricted fund research work. They also include membership, Garden BirdWatch and Ringing Scheme costs.

Governance costs include those incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements.

Support costs include central functions and have been allocated to activity cost categories on a staff time basis.

VAT has been reclaimed on allowable expenses under the partial exemption rules. Where not reclaimable it has been included within expenses.

The British Trust for Ornithology
Notes to the Consolidated Accounts - Continued
For the Year Ended 31 March 2008

e) Tangible Fixed Assets

Individual assets costing £500 or more are capitalised at cost.

Tangible fixed assets are depreciated on a straight line basis over their estimated useful lives as follows:

Asset Category	Annual Rate
Computer Equipment	25%
Motor Vehicles	25%
Furniture and Equipment	25%

Freehold property is not depreciated as, in the opinion of the Council, any such depreciation charged will be immaterial. Annual impairment reviews are carried out on the property. Revaluations are performed every five years by a qualified valuer. Interim valuations are carried out as the trustees consider necessary. The increase or decrease on revaluation is credited or charged to the fund holding the asset.

f) Investments

Investments are shown at market value and any unrealised gain or loss on the revaluation is taken to the Statement of Financial Activities. Surpluses / deficits on the sale of investments are credited / charged in the year they arise.

g) Stock

Stock is valued at the lower of cost or net realisable value. Net realisable value is based on estimated selling price less further costs to completion and disposal.

h) Foreign Currency Translation

Monetary assets and liabilities denominated in foreign currencies are translated into sterling at the rates of exchange ruling at the accounting dates. Transactions in foreign currencies are recorded at the rate ruling at the date of the transaction. All differences are taken to the Statement of Financial Activities.

i) Funds Structure

The Trust has a number of restricted income funds to account for situations where funds have been raised for a specific purpose. All other funds are unrestricted income funds. The trustees intend to use part of the unrestricted funds to provide longer-term funding for BTO projects and core activities. Designated funds have been set up to reflect this. The funds in each of these categories are disclosed in notes 15 and 16.

j) Retirement Benefits

For the defined benefit scheme the amount charged to the Statement of Financial Activities in respect of pension costs and other post retirement benefits is the estimated regular cost of providing the benefits accrued in the year, adjusted to reflect variations from that cost. Current service costs, interest costs, expected return on assets and gains on settlements/curtailments are included within charitable activities, allocated on the same basis as the staff costs of the scheme members.

Actuarial gains and losses arising from new valuations and from updating valuations to the balance sheet date are recognised in the Statement of Financial Activities under the heading of actuarial gains and losses on pension schemes.

The defined benefit scheme is funded, with the assets held separately from the group in separate trustee administered funds. Full actuarial valuations, by a professionally qualified actuary, are obtained at least once every three years, and updated to reflect current conditions at each balance sheet date. The pension scheme assets are measured at fair value. The pension scheme liabilities are measured using the projected unit method and discounted at the current rate of return on a high quality corporate bond of equivalent term and currency. A pension scheme asset is recognised on the balance sheet only to the extent that the surplus may be recovered by reduced future contributions or to the extent that the trustees have agreed a refund from the scheme at the balance sheet date. A pension scheme liability is recognised to the extent that the BTO has a legal or constructive obligation to settle the liability.

The British Trust for Ornithology
Notes to the Consolidated Accounts - Continued
For the Year Ended 31 March 2008

j) Retirement Benefits (Continued)

The company also makes payments in respect of employees' own defined contribution schemes, through a group personal pension arrangement. For these schemes, the amount charged to the Statement of Financial Activities in respect of pension costs is the contributions payable in the year. Differences between contributions payable in the year and contributions actually paid are shown as either accruals or prepayments in the balance sheet.

2. MEMBERS' LIABILITY

Under the Memorandum of Association of the Trust, members are required to undertake to contribute to the assets of the Trust in the event of its being wound up while they are members, or within one year after they cease to be members, for payment of the debts and liabilities of the Trust contracted whilst they were still members and of the costs, charges and expenses of winding up such an amount as may be required, but not exceeding £1 each.

3. INVESTMENT INCOME	2008	2007
	£	£
Bank interest receivable	50,766	61,857
Dividends	21,424	20,439
	<u>72,190</u>	<u>82,296</u>

4. NET INCOMING RESOURCES	2008	2007
	£	£
The surplus for the year is stated after charging/(crediting):		
Auditor's remuneration:		
Audit services - Lovewell Blake	18,350	1,750
Audit services - Baker Tilly	-	9,052
Audit services - Baker Tilly UK Audit LLP	967	18,400
Other services - Baker Tilly	1,500	14,985
Depreciation	73,761	71,035
Gain on disposal of fixed assets	3,731	788

5. STAFF COSTS	2008	2007
	£	£
		(restated)
Wages and salaries	2,215,887	2,070,598
Social security costs	177,744	166,696
Pension contributions and other pension costs	209,740	267,215
Total	<u>2,603,371</u>	<u>2,504,509</u>

No employees received emoluments in excess of £60,000 (2007: nil).

For details of pension contributions and other pension costs, see note 18.

Council members receive no remuneration. Expenses were reimbursed to 16 (2007: 17) Council members as follows:

	2008	2007
	£	£
Travel	6,700	7,650
Subsistence	230	767
Other	99	45
	<u>7,029</u>	<u>8,462</u>

Average numbers of staff and full time equivalent (FTE)

	2008		2007	
	No.	FTE	No.	FTE
Permanent posts	99	90.2	98	91.3
Seasonal fieldworkers	7	5.5	3	1.9
Total	<u>106</u>	<u>95.7</u>	<u>101</u>	<u>93.2</u>

The British Trust for Ornithology
Notes to the Consolidated Accounts - Continued
For the Year Ended 31 March 2008

6. TOTAL RESOURCES EXPENDED

	Direct costs £	Support costs £	2008 Total £	2007 Total £
Costs of generating funds				
Costs of generating voluntary income	71,605	24,769	96,374	69,243
Costs of activities for generating funds	300,416	56,001	356,417	316,563
Charitable activities				
Volunteer related activities	692,479	192,112	884,591	764,499
Other research activities	1,922,460	726,201	2,648,661	2,568,664
Resource Centre & Archive	-	-	-	97,020
Governance	28,762	8,289	37,051	61,535
Support Costs	1,007,372	(1,007,372)	-	-
Total resources expended	<u>4,023,094</u>	<u>-</u>	<u>4,023,094</u>	<u>3,877,524</u>

7. SUPPORT COSTS

	Premises £	IT & Office Services £	Human Resources £	Managemt & Finance £	2008 Total £	2007 Total £
Costs of generating funds						
Costs of generating voluntary income	2,711	9,331	4,597	8,130	24,769	21,218
Costs of activities for generating funds	6,129	21,098	10,393	18,381	56,001	44,220
Charitable activities						
Volunteer related activities	21,026	72,377	35,653	63,056	192,112	165,266
Other research activities	79,482	273,590	134,771	238,358	726,201	714,596
Resource Centre & Archive	-	-	-	-	-	16,948
Governance	907	3,123	1,538	2,721	8,289	8,735
Total support costs	<u>110,255</u>	<u>379,519</u>	<u>186,952</u>	<u>330,646</u>	<u>1,007,372</u>	<u>970,983</u>

The British Trust for Ornithology
Notes to the Consolidated Accounts - Continued
For the Year Ended 31 March 2008

8. TANGIBLE FIXED ASSETS - GROUP AND CHARITY

	Freehold Property £	Furniture and Equipment £	Computer Equipment £	Motor Vehicles £	Total £
Cost or valuation at 1 April 2007	1,403,126	184,243	370,718	132,800	2,090,887
Additions	58,866	8,478	55,116	7,386	129,846
Disposals	-	-	(25,626)	(15,981)	(41,607)
At 31 March 2008	<u>1,461,992</u>	<u>192,721</u>	<u>400,208</u>	<u>124,205</u>	<u>2,179,126</u>
Depreciation at 1 April 2007	-	122,649	306,938	112,013	541,600
Depreciation charge	-	23,453	38,020	12,288	73,761
Disposals	-	-	(25,358)	(15,980)	(41,338)
At 31 March 2008	<u>-</u>	<u>146,102</u>	<u>319,600</u>	<u>108,321</u>	<u>574,023</u>
Net book value at 31 March 2008	<u>1,461,992</u>	<u>46,619</u>	<u>80,608</u>	<u>15,884</u>	<u>1,605,103</u>
Net book value at 1 April 2007	<u>1,403,126</u>	<u>61,594</u>	<u>63,780</u>	<u>20,787</u>	<u>1,549,287</u>

The freehold property at The Nunnery, occupied by the British Trust for Ornithology, was valued by external valuers, Fenn Wright Chartered Surveyors, on 22 March 2006 on the basis of existing use value, at £1,400,000. The previous formal valuation on 9 February 2001, also carried out by Fenn Wright Chartered Surveyors, on an existing use value basis, was £950,000, and this was increased by the trustees in 2004 to £1,205,930, following an interim valuation by Royal Sun Alliance in conjunction with the Trust's insurance brokers, Uttings & Co.

In the Trustees' opinion there has been no material change in the value of the freehold property since the 2006 valuation.

On an historical cost basis, the freehold property would have been included at a cost and net book value of £2,212,902 (2007: £2,154,036).

The British Trust for Ornithology
Notes to the Consolidated Accounts - Continued
For the Year Ended 31 March 2008

9. INVESTMENTS

The Group

Unit Trust Investments

	2007 Market Value £	Disposals	Additions	Realised gain in market value	Unrealised loss in market value	2008 Market Value £
Birds in Trust Fund						
M&G Charibond	96,707	-	-	-	(1,753)	94,954
M&G Charifund	155,102	-	-	-	(30,385)	124,717
	<u>251,809</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>(32,138)</u>	<u>219,671</u>
General Funds						
Black Rock Charishare	150,469	-	-	-	(10,781)	139,688
JP Morgan UK Equity	145,848	-	-	-	(23,830)	122,018
	<u>296,317</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>(34,611)</u>	<u>261,706</u>
All Funds	<u>548,126</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>(66,749)</u>	<u>481,377</u>

The Charity

Unit Trust Investments as above

Shares in Group Undertaking

BTO Services Ltd – cost at 1 April 2007 and 31 March 2008

100
<u>481,477</u>

The Trust owns 100% of the ordinary share capital of its subsidiary undertaking, BTO Services Limited, which is incorporated in the United Kingdom. This company operates to promote the work of the British Trust for Ornithology by undertaking activities designed to raise funds in support of such work. The aggregate value of share capital and reserves at 31 March 2008 was £100 (2007: £100) and the company reported a nil profit or loss (2007: nil) for the financial period. The value of the Charity's investments in the subsidiary undertaking under the equity method of valuation is £100 (2007: £100). Under a Deed of Covenant dated 28 March 1995, a sum equal to the profits of the company chargeable to Corporation Tax is required to be paid to the Charity. The amount paid for the year was £236,233 (2007: £81,544).

The following is a summary of the subsidiary's results for the year:

	2008 £	2007 £
Turnover	555,091	346,884
Cost of sales	(279,302)	(229,536)
Gross profit	<u>275,789</u>	<u>117,348</u>
Interest receivable	33	23
Net operating expenses	(39,589)	(35,827)
Net profit before deed of covenant	<u>236,233</u>	<u>81,544</u>

The British Trust for Ornithology
Notes to the Consolidated Accounts - Continued
For the Year Ended 31 March 2008

10. STOCKS	2008	2007
	£	£
The Group		
Finished goods and goods for resale	103,811	133,402

The Charity

The charity itself does not hold trading stock.

11. DEBTORS	2008	2007
	£	£
The Group		
Trade and contract debtors	405,793	528,013
Taxes recoverable	87,279	77,991
Prepayments	51,466	47,978
Accrued income	818,047	127,763
	1,362,585	781,745

	2008	2007
	£	£
The Charity		
Trade and contract debtors	313,484	517,683
Amounts due from Group Undertakings	139,533	142,781
Taxes recoverable	87,278	77,991
Prepayments	47,062	47,978
Accrued income	818,047	127,763
	1,405,404	914,196

Accrued income 2008 includes a £600,000 legacy.

The British Trust for Ornithology
Notes to the Consolidated Accounts - Continued
For the Year Ended 31 March 2008

12. CREDITORS – AMOUNTS FALLING DUE WITHIN ONE YEAR

	2008	2007
	£	£
The Group		
Trade creditors	203,068	149,498
Taxes and Social Security costs	191,999	188,953
Other creditors	45,510	52,097
Accruals and deferred income	855,261	838,872
	<u>1,295,838</u>	<u>1,229,420</u>

	2008	2007
	£	£
The Charity		
Trade creditors	194,467	144,769
Taxes and Social Security costs	173,599	188,643
Other creditors	45,510	52,097
Accruals and deferred income	807,278	837,272
	<u>1,220,854</u>	<u>1,222,781</u>

13. CREDITORS – AMOUNTS FALLING DUE AFTER ONE YEAR

	2008	2007
	£	£
The Group		
Deferred income	22,828	22,639
	<u>22,828</u>	<u>22,639</u>

	2008	2007
	£	£
The Charity		
Deferred income	22,828	22,639
	<u>22,828</u>	<u>22,639</u>

14. DEFERRED INCOME RECONCILIATION

	Group	Charity
	£	£
Balance as at 1 April 2007	813,408	813,408
Amount released to incoming resources	(724,297)	(724,297)
Amount deferred in year	746,776	701,493
Balance as at 31 March 2008	<u>835,887</u>	<u>790,604</u>

The British Trust for Ornithology
Notes to the Consolidated Accounts - Continued
For the Year Ended 31 March 2008

15. UNRESTRICTED FUNDS

The income funds of the charity include unrestricted funds comprising the following balances:

	Balance 1/4/07	Incoming Resources	Expenditure	Other Gains (Losses)	Transfers	Balance 31/3/08
	£	£	£	£	£	£
General Funds	1,267,943	3,446,398	3,603,328	200,389	(67,705)	1,243,697
Birds in Trust Fund	770,495	626,137	80,239	(32,138)	(4,762)	1,279,493
	<u>2,038,438</u>	<u>4,072,535</u>	<u>3,683,567</u>	<u>168,251</u>	<u>(72,467)</u>	<u>2,523,190</u>

The Birds in Trust Fund is to provide long-term funding for BTO projects. Income from legacies is credited to this fund unless the will provides otherwise.

16. RESTRICTED FUNDS

The income funds of the charity include restricted funds comprising the following balances of donations and appeal monies given for specific purposes:

	Balance 1/4/07	Incoming Resources	Expenditure	Transfers	Balance 31/3/08
	£	£	£	£	£
Building Fund	20,750	1,882	568	(11,299)	10,765
Atlas Appeal	-	255,363	251,012	50,779	55,130
Dilys Breese Fund		300,000			300,000
Blackbird Appeal	22,171				22,171
Boddy & Sparrow Fund	1,867		50		1,817
Heron Appeal	4,244	24	5,929	1,661	-
House Sparrow Appeal	-	2,439	8		2,431
Migration Fund	2,214	980			3,194
Nightingale Appeal	5,322	2,278	9,519	7,316	5,397
Owl Appeal	15,723	260	19,537	3,554	-
Peregrine Appeal	13,425		9,571		3,854
Swallow Appeal	42,430	1,108	6,660		36,878
Young Scientists Fund	4,904	12,000	6,076	92	10,920
Ringers Bursary		500	498	641	643
Thorne Ringing				30,769	30,769
Jean Clark Migration				8,520	8,520
Robertson Scottish Wildlife			2,000	2,000	-
GBHI New Year Bird Count		35		4,163	4,198
Shearwood Ringing		5,000			5,000
Gillman Trusts Volunteering		5,000	5,000		-
HLF GBW Ambassadors		18,950	1,377	(9,119)	8,454
EW Capacity Building		6,148	3,039	(1,934)	1,175
Willow Warbler PhD		763	769	6	-
SNH Capacity Building		16,364	12,914		3,450
John Lewis NRS		5,000	5,000		-
Other funds	14,682			(14,682)	-
	<u>147,732</u>	<u>634,094</u>	<u>339,527</u>	<u>72,467</u>	<u>514,766</u>

The purposes of the funds are as follows:

The Building Fund is for grants and donations for The Nunnery. £11,299 was released to General Funds in respect of completed works.

The Atlas Appeal is for the 2007-11 Bird Atlas. £50,779 was transferred into the fund in respect of corporate sponsorship received through BTO Services Ltd.

The Dilys Breese Fund is for projects relating to nesting birds.

The Blackbird Appeal is to fund work on Blackbird research.

The Boddy & Sparrow Fund is for awards to the best amateur contribution(s) to either or both of the *Bird Study* and *Ringing & Migration* publications.

The Heron Appeal is to fund work on Herons. £1,661 was transferred from General Funds to clear the deficit balance.

The British Trust for Ornithology
Notes to the Consolidated Accounts - Continued
For the Year Ended 31 March 2008

16. RESTRICTED FUNDS (Continued)

The House Sparrow Appeal is to fund work on House Sparrows.

The Migration Fund is a bequest to promote the Migration Atlas and the BTO to as wide a range of people as possible.

The Nightingale Appeal is to fund work on Nightingales and woodland birds. £7,316 was transferred from General Funds in respect of work previously charged to the fund.

The Owl Appeal is to fund work on Owls. £3,554 was transferred from General Funds to clear a deficit balance.

The Peregrine Appeal is to fund work on Peregrines.

The Swallow Appeal is to fund work on Swallows and migration.

The Young Scientists Fund is to support the career development of young scientists.

The Ringers Bursary fund is to support ringing. £641 was transferred from General Funds, it being previously classified as an earmarked unrestricted fund.

The Thorne Ringing donation is to support ringing. £30,769 was transferred from General Funds, it being previously classified as an earmarked unrestricted donation.

The Jean Clark Migration donation is to support migration work (previously included under Other Funds).

The Robertson Scottish Wildlife donation is for Scottish wildlife (previously included under Other Funds).

GBHI New Year Bird Count is to support garden bird health research (previously included under Other Funds).

The Shearwood Ringing donation is to support ringing.

Gillman Trusts Volunteering is a grant to support volunteer capacity building in Scotland.

HLF GBW Ambassadors is a grant in support of the GBW Ambassadors scheme. £9,119 was released to General Funds in respect of capitalised equipment.

EW Capacity Building is to support capacity building in Wales. £1,934 was released to General Funds in respect of capitalised equipment.

Willow Warbler PhD is to fund a PhD in Willow Warblers.

SNH Capacity Building is a grant to support volunteer capacity building in Scotland.

John Lewis NRS is a grant in support of the Nest Records scheme.

The Other Funds balance is now analysed into individual funds as listed above.

17. ANALYSIS OF FUND BALANCES BETWEEN THE NET ASSETS

	Fixed Assets £	Investments £	Current Assets less Total Liabilities £	Pension Scheme Deficit £	Total Assets £
Unrestricted Funds					
General Funds	1,605,103	261,706	92,888	(716,000)	1,243,697
Birds in Trust Fund		219,671	1,059,822		1,279,493
	1,605,103	481,377	1,152,710	(716,000)	2,523,190
Restricted Funds			514,766		514,766
Total	1,605,103	481,377	1,667,476	(716,000)	3,037,956

The British Trust for Ornithology
Notes to the Consolidated Accounts - Continued
For the Year Ended 31 March 2008

18. PENSIONS

Group Personal Pension Scheme

The Trust's defined benefit pension scheme was closed to new members on 1 December 2002, and new members of staff since that date have been offered a group personal pension scheme run by Norwich Union. Employees decide their own contribution rates, and the Trust makes an employer's contribution on a sliding scale. The Trust made total contributions of £53,091 (2007: £47,304) to staff personal pensions during the year.

Defined Benefit Scheme

The defined benefit scheme continues for the benefit of existing members and is based on an accrual rate of 1/60th of final pensionable pay for each completed year of service. The assets of the scheme are held separately from those of the Trust, being invested by the trustees in managed funds.

Triennial Actuarial Valuation

Contributions to the final salary scheme are determined jointly by the pension fund trustees and the Trust following a triennial valuation by a qualified actuary using the projected unit method of valuation. A full actuarial valuation was carried out as at 1 April 2006. The assets of the scheme at this date were valued at £3,230,000 and the technical provisions (liabilities) at £3,631,000, giving a shortfall of £401,000 and an ongoing funding level of 89%. A recovery plan was subsequently agreed between the trustees and the Trust, whereby a lump sum contribution of £365,000 would be made, which, together with existing additional contributions, was expected to eliminate the shortfall by 31 March 2007.

The principal assumptions used in the valuation were as follows:

	2006	2003
	valuation	valuation
Pre-retirement investment yield	7.25%	6.5%
Post-retirement investment yield	4.75%	5%
National average earnings increase	4.25%	4%
Members' pensionable earnings increase	4%	4%
RPI increase	2.75%	2.5%
Increase for pensions earned before 6 April 1997	2.75%	2.5%
Increase for pensions earned after 5 April 1997	3.25%	3.25%

The contribution rates, expressed as a percentage of pensionable salary, paid during the year ended 31 March 2008 were as follows:

- Employer 10.4% plus 1.7% for insured benefits
- Employees 6.5%.

The British Trust for Ornithology
Notes to the Consolidated Accounts - Continued
For the Year Ended 31 March 2008

18. PENSIONS (Cont'd)

FRS17 Valuation

Financial Reporting Standard 17 – Retirement Benefits (FRS17) requires the following disclosures, for which a valuation was carried out as at 31 March 2008.

Major assumptions used by the Actuary

	At 31 March 2008	At 31 March 2007	At 31 March 2006
Inflation	3.50%	3.00%	2.75%
Rate of increase of pensions in payment	3.50%	3.25%	3.25%
Rate of increase of pensions in deferment	3.50%	3.00%	2.75%
Rate of increase of pensionable salaries	4.75%	4.25%	4.00%
Discount rate	6.30%	5.30%	4.86%

Assets of the Scheme and expected rates of return

	As at 31 March 2008		As at 31 March 2007		As at 31 March 2006	
	Long-term rate of expected return	Value £	Long- term rate of expected return	Value £	Long- term rate of expected return	Value £
Bonds	5.30%	592,000	5.30%	344,000	5.00%	319,000
Equities	7.80%	3,436,000	8.00%	3,435,000	8.00%	2,857,000
Cash	5.00%	63,000	5.25%	417,000	4.00%	40,000
Debtors	7.80%	16,000				
		<u>4,107,000</u>		<u>4,196,000</u>		<u>3,216,000</u>
Present value of scheme liabilities		(4,823,000)		(5,157,000)		(4,824,000)
Deficit of scheme		<u>(716,000)</u>		<u>(961,000)</u>		<u>(1,608,000)</u>

**Analysis of amount charged to the Statement of Financial Activities
under FRS17**

	Year ended 31 March 2008 £	Year ended 31 March 2007 £
Service cost	(223,000)	(214,000)
Past service cost	-	-
Total operating charge	<u>(223,000)</u>	<u>(214,000)</u>
Expected return on pension scheme assets	325,000	244,000
Interest on pension liabilities	(288,000)	(246,000)
Net interest cost	<u>37,000</u>	<u>(2,000)</u>
	<u>186,000</u>	<u>(216,000)</u>

The British Trust for Ornithology
Notes to the Consolidated Accounts - Continued
For the Year Ended 31 March 2008

18. PENSIONS (Cont'd)

History of Experience Gains and Losses

	At 31 March 2008	At 31 March 2007	At 31 March 2006	At 31 March 2005	At 31 March 2004
Difference between expected and actual return on assets:					
amount £	(650,000)	98,000	463,000	129,000	251,000
% of scheme assets	(15.8%)	2.34%	12.87%	4.66%	11.22%
Experience gains and losses on scheme liabilities:					
amount £	30,000	(29,000)	48,000	32,000	42,000
% of scheme liabilities	0.6%	(0.6%)	0.9%	0.78%	1.17%
Changes in assumptions underlying scheme liabilities:					
amount £	855,000	210,000	(817,000)	(121,000)	(54,000)
Actuarial gain / (loss)					
amount £	235,000	279,000	(306,000)	40,000	239,000
% of scheme assets	5.7%	6.65%	(8.51%)	0.98%	6.63%

Movement in deficit during year

	Year ended 31 March 2008 £	Year ended 31 March 2007 £
Deficit in scheme at 1 April 2007	(961,000)	(1,608,000)
Movement in year:		
Current service charge	(223,000)	(214,000)
Contributions	196,000	584,000
Past service costs	-	-
Net interest cost	(288,000)	(246,000)
Expected return on assets	325,000	244,000
Actuarial gain /(loss)	235,000	279,000
Deficit in scheme at 31 March 2008	<u>(716,000)</u>	<u>(961,000)</u>

The British Trust for Ornithology
Supporters
For the Year Ended 31 March 2008

We are very grateful for the generous support that we have received, both in time and money, in the past year. In addition to members and other fieldworkers, there are many other individuals and companies who support the work of the BTO with financial contributions. The Trust is particularly pleased to acknowledge the following members of the Birds and Business Alliance and other supporters.

Birds and Business Alliance

Anglia Sports & Schoolwear Ltd; Anglian Water; R & E Bamford Ltd; Bayer Cropscience Ltd; Biotrack Ltd; Brinsea Products Ltd; British Airways; CJ Wildbird Foods Ltd; Carl Zeiss Ltd; Crowes of Norwich Ltd; Davids Wild Bird Feeds; Eco-Watch Ltd; EQ Media Ltd; Ernest Charles; Essex & Suffolk Water; Euston Estate; Garden Bird Supplies Ltd; Gardenature; Gardman Ltd; Jacobi Jayne & Co; John E Haith Ltd; Manor Farm Granaries; Marches Natural Products Ltd; Northumbrian Water; Opticron; Park Hill Nurseries Garden Centre; Porzana; Shell UK; Simmons & Simmons; Subbuteo Natural History Books; Swarovski UK Ltd; Syngenta; Thames Water Utilities Ltd; The Birdtable; The Nuttery; Unilever Ice Cream & Frozen Food; Unilever R & D Colworth; Vine House Farm Bird Foods; Wildsounds.

Trusts 2007/08

Aberbrothock Charitable Trust, AEB Charitable Trust, The Barbour Trust, The Rowan Bentall Charitable Trust, E G & M A Bousfield Charitable Trust, A S Butler Charitable Trust, The Hamish & Doris Crichton Charitable Trust, The D'Oyly Carte Charitable Trust, The Dennis Curry Charitable Trust, The John Ellerman Foundation, The Gatliff Trust, The Helen & Horace Gillman Trusts, Harris Charitable Trust, The Hobart Trust, The Lyddon Charitable Trust, Mercers' Company, The Norman Family Charitable Trust, Cecil Pilkington Charitable Trust, The Robertson Trust, The John & Pamela Salter Charitable Trust, The Sandra Charitable Trust, ShareGift (The Orr Mackintosh Foundation), Shears Charitable Trust, The Sheepdrove Trust, The Slater Foundation, The John Spedan Lewis Foundation, The E J Stephenson Dec'd Charitable Trust, John Swire 1989 Charitable Trust, The Tay Charitable Trust, Uplands Charitable Trust, The Emily Weircroft Charitable Trust, The J & J R Wilson Trust.

Legacies 2007/08

Mary Theresa Barker, Dilys Breese, Miss Diana Mary Brown, Cuthbert Edgar Buxton, Mr Gerald Hepworth Fitzgerald, Mrs Carol Elizabeth Gardiner, Dr Ruth Hannam, Miss Evelyn May Maddock, Brian Manton, Mr Frank C Merritt, Mr B H Risebrow, Mrs Barbara Mary Rudland, Miss Frances Eileen Surman, Miss Valerie M Tabor, Mrs Megan Thomas, Wendy Valerie Tomlins.

In memoriam

Dilys Breese, Gertrude Valentine Byatt, Gordon Chambers, John Charter, William Curtis, Margaret Dixon, Professor Michael Charles Whitmore Evans, Carol Gardiner, Peter Moreland, Violet Daisy Nellie Parpworth, Terry Smeeton, Arthur Harry Ward, Brian Whitby, Peter Wilson, Hugh Fergus Young.

Funders of BTO Work 2007/08

ADAS; AEWA (African-Eurasian Waterbird Agreement); Aquenal Pty Ltd; Anglian Water Group; BATTLE; BBC; British Beet Research Organisation; BP Alternative Energy International Ltd; Breckland Council; C J WildBird Foods Ltd; John Campbell; Cardiff Harbour Authority; Centre of Ecology & Hydrology; Cheshire Wirral Ornithological Society; Countryside Council for Wales; Country Innovation; Countryside Agency; Countryside Restoration Trust; COWRIE (Collaborative Offshore Wind Research Into The Environment); Cranfield University; Department of the Environment, Food and Rural Affairs; Emap Active Ltd (Bird Watching Magazine); Environment & Heritage Service in Northern Ireland; Environment Agency; European Community; Fenland Against Rural Turbines; Fluor Ltd/Airtricity; Forestry Commission; Forestry Commission Scotland; Forest Research; Foster and Partners; Game Conservancy Trust; Gardman Ltd; Glasgow City Council; Government of Oman; Greater London Authority; Greenpeace; Hanson plc; Herpetological Conservation Trust; Highland Birchwoods; Home Grown Cereals Authority; Horticultural Development Council; Institute of Grassland & Environmental Research; Unit of Environmental Studies, Intercollege; Jacobi Jayne & Company; Joint Nature Conservation Committee (on behalf of Countryside Council for Wales, Natural England, Scottish Natural Heritage and the Environment and Heritage Service in Northern Ireland); The Landscape Partnership; Land Securities; MAKE Architects; Manx Bird Atlas; NERC; The National Forest Company; Natural England; North British Wind Power; North Warwickshire Borough Council; Northumbrian Water Ltd.; Project Management Support Services; Opticron; Penny Anderson Associates; Royal Society for the Protection of Birds; Scottish Coal; Scottish Agricultural College; Scottish Natural Heritage; Scottish Executive Environment & Rural Affairs Dept; Scottish Raptor Monitoring Scheme; Shell Wind Energy; SNIFFER (Scotland and Northern Ireland Forum for Environmental Research); Songbird Survival; State of Delaware; Swarovski UK Ltd (Swarovski Optik); Syngenta; TA Millard Partnership; Thames Water Utilities; Thyme Consultants; Welsh Assembly Government; Wetlands International; The Wildfowl & Wetlands Trust; Unilever Ice Cream & Frozen Foods; Unilever Research; University of East Anglia; University of Oxford; University of Reading; University of Stirling; US Fisheries & Wildlife; Veolia Environment; World Stadium Team; Zoological Society of London.