

# **POSK**



**Polski Ośrodek Społeczno-Kulturalny**

**Informacje na Walne Zebranie POSK**

**60 Annual General Meeting**

**5 July 2025**

**POLISH SOCIAL AND CULTURAL ASSOCIATION**  
**238-246 King Street, London W6 0RF**

**SIXTIETH ANNUAL GENERAL MEETING**

NOTICE IS HEREBY GIVEN, that the SIXTIETH ANNUAL GENERAL MEETING of the above Association will be held at 11.00 am on **Saturday the 5<sup>th</sup> day of July 2025.**

**Please note this meeting is being run in accordance with the Articles of Association and Bye-laws adopted in 2019 and available on the POSK website [www.posk.org](http://www.posk.org)**

**This Meeting will be held in the Malinowa Hall, it can be followed using the meeting app "Zoom" (joining instructions are set out on page 4).**

**Proposed Agenda:**

1. To accept the Minutes of the Fifty Ninth Annual General Meeting.
2. To receive the Chair's Report on behalf of the Directors and Council.
3. To receive the Report of the Internal Review Committee
4. To receive the Annual Report and Financial Statements for the year ended 31 December 2024 together with the Trustees Report (including Directors' Report) and Independent Auditor's Reports thereon.
5. To consider and discuss items 2, 3 and 4.
6. To elect Members of the Council for vacant places and those retiring.
7. To elect the Chair of the Association.
8. To appoint the Auditors.
9. To elect the members of the Internal Review Committee.
10. To consider resolutions submitted by Members as set out on Page 16
11. Any other business.

W.Mier-Jędrzejowicz, Secretary  
of the Polish Social and Cultural Association  
by order of the Directors on 21<sup>st</sup> May 2025

**POLISH SOCIAL AND CULTURAL ASSOCIATION**  
**238-246 King Street, London W6 0RF**

**60. WALNE ZEBRANIE CZŁONKÓW**

60. Walne Zebranie Członków Polskiego Ośrodka Społeczno-Kulturalnego rozpocznie się o godz. 11 **w sobotę, 5 lipca 2025.**

Zebranie to jest zwołane zgodnie ze Statutem i Regulaminem, które zostały przyjęte w 2019 r. i są dostępne na stronie internetowej POSK-u: [www.posk.org](http://www.posk.org)

Zebranie odbędzie się w Sali Malinowej. Będzie je można również obserwować na platformie Zoom (instrukcja na stronie 5).

Proponowany porządek obrad:

1. Przyjęcie protokołu 59. Walnego Zebrania Członków.
2. Sprawozdanie Przewodniczącego, składane w imieniu Zarządu i Rady.
3. Przyjęcie rocznego sprawozdania i sprawozdania finansowego za rok kończący się 31 grudnia 2024 razem ze sprawozdaniem Powierników/Dyrektorów oraz niezależnych audytorów.
4. Przyjęcie sprawozdania Komisji Rewizyjnej.
5. Wybór członków Rady na wakujące miejsca.
6. Dyskusja nad punktami 2, 3 i 4.
7. Wybór Przewodniczącego POSK-u.
8. Wskazanie firmy, która przeprowadzi audyt przyszłorocznego sprawozdania finansowego.
9. Wybór Komisji Rewizyjnej.
10. Rozpatrzenie wniosków złożonych przez Członków przedstawionych na stronie 16
11. Wolne wnioski.

W. Mier-Jędrzejowicz, Sekretarz  
Polskiego Ośrodka Społeczno-Kulturalnego  
na zlecenie dyrektorów w dniu 21 maja 2025

## **Instructions for following the AGM on Zoom:**

To follow the AGM online, you will need to download the free app “**Zoom**” available on PC and all Apple (iPhone, iPad) and Android devices (other mobile phones and tablets).

1. Search for “Zoom download” on your preferred web search engine (for PCs), App Store (for Apple devices) or Google Play (for Android devices).

2. Download and install the app.

3. Follow the on-screen instructions to set up an account.

4. Just before 11 am on Saturday 5th July, open Zoom and choose **Join** and type

**Meeting ID: 914 1913 8909**  
**Passcode: 707015**

Alternatively, a link to the AGM will be posted on the POSK website [www.posk.org](http://www.posk.org), but you may need to input the Meeting ID and Passcode manually.

Participants attending the General Meeting via Zoom must have their full name displayed and keep their camera turned on.

At the start of the meeting the Moderator will explain how to register your interest in speaking during the debate and you will be called by the Moderator when your turn comes. Please follow their instructions to avoid unnecessary delays in proceedings.



## Instrukcje dotyczące udziału w Walnym Zebraniu za pośrednictwem platformy Zoom:

Aby wziąć udział w tegorocznym Walnym Zebraniu, konieczne będzie pobranie i zainstalowanie bezpłatnej aplikacji **Zoom**, która jest dostępna na komputery osobiste, a także urządzenia Apple (iPhone, iPad) i Android (pozostałe telefony komórkowe i tablety).

1. Wpisz w swoją ulubioną wyszukiwarkę „Zoom download” lub wyszukaj programu Zoom w App Store (dla urządzeń Apple) lub Google Play (dla Android).

2. Ściągnij i zainstaluj aplikację.

3. Postępuj zgodnie z instrukcjami na ekranie, aby ustawić swoje konto.

4. Tuż przed 11:00 w dniu Zebrania, tj. sobotę, 5 lipca, otwórz Zoom i kliknij w przycisk **Join** wpisując numer spotkania

**Meeting ID: 914 1913 8909**  
**Passcode: 707015**

Alternatywnie, link do spotkania będzie zamieszczony na stronie POSK [www.posk.org](http://www.posk.org), ale nadal może konieczne będzie ręczne wpisanie hasła.

Osoby biorące udział w Walnym Zebraniu przez Zoom muszą mieć wpisane imię i nazwisko oraz włączoną kamerę.

Na początku Zebrania moderator wytłumaczy w jaki sposób będzie można zgłosić chęć zabrania głosu w debacie. Każda osoba będzie miała okazję wypowiedzieć swoje zdanie. Prosimy o stosowanie się do jego instrukcji, aby zapewnić sprawny przebieg spotkania.

**Dear member of POSK,**

In this Brochure you will find the Notice of the 59<sup>th</sup> Annual General Meeting of members of the Polish Social and Cultural Association as well as:

- The names, CV's and sponsors of candidates standing for election.
- Details of Members Resolutions to be considered under Agenda Item 10.
- The Annual Report and Financial Statements for the year ended 31<sup>st</sup> December 2024.
- The report of the Internal Review Committee.
- The Minutes of the 59th Annual General Meeting.
- Form B Appointment and/or Revocation of a Delegate to General Meetings.
- Form C2 Revocation of Proxy.
- Form for Communications from POSK - Email Opt-In.

Enclosed you will also find:

- Wiadomości POSK – reports for the year 2024 (in Polish only)
- A prepaid envelope.
- Proxy Form C1.

1. The meeting will take place on **Saturday 5<sup>th</sup> July 2025 at 11.00 am** in accordance with the Articles of Association and Bye-laws adopted in 2019 and with the Agenda as set out in the Notice of the meeting. It will be held in the Malinowa Hall and may be followed on Zoom. In accordance with historic practice the meeting will be conducted in Polish, but any member who wishes to speak can do so in English.

2. **Proposed corrections to the Minutes** of the 59th Annual General Meeting must be submitted in writing to the POSK Office (by post or to [admin@posk.org](mailto:admin@posk.org)) by Monday **30<sup>th</sup> June 2025**.

### **3. Voting:**

- Voting is by physical attendance or proxy. All individual Members and Delegates of Member Organisations are entitled in any election to cast one vote only.
- Registration for the meeting is by presenting POSK membership card or giving your member number; it will open at **9:30 am and close at 12.00 pm** promptly.
- In accordance with POSK's Bye-laws, nominations for candidates for election to the Council, Chair and the Internal Review Committee must have been received, together with the appropriate forms, at POSK's Office by the 21<sup>st</sup> May; this allows time for these to be collated, printed and distributed to all members together with the Notice of the meeting.

**No nominations can be put forward beyond this date or at the meeting.**

- **Instructions** for voting are set out on the voting papers collected when registering at POSK on the 5<sup>th</sup> July 2025.

- **There is no postal voting or voting via Zoom.**

- Organisations should vote in the same way as individual members, they should appoint or revoke a delegate using the attached Form B, which must be received by the POSK Office no later than **11:00 am on Friday 4<sup>th</sup> July 2025**.

- **To appoint a Proxy, use Form C1 (enclosed)** which must be received by the POSK Office no later than **11:00 am on Thursday 3<sup>rd</sup> July 2025**.

- **To revoke a Proxy, use the attached Form C2.**

M.Kalinowski  
Chairman, Polish Social and Cultural Association

## Szanowni Państwo,

W niniejszej broszurze znajdują Państwo zawiadomienie, w języku angielskim, o terminie 60 Walnego Zebrania członków POSK-u, zgodnie z obowiązującymi przepisami prawnymi oraz:

- Listy kandydatów do wyborów wraz z ich CV i sponsorami.
- Wnioski Członków do rozpatrzenia w punkcie 10 porządku obrad.
- Raport roczny Dyrektorów i Audytorów i sprawozdanie finansowe.
- Raport Komisji Rewizyjnej.
- Protokół z 59 Walnego Zebrania.
- Forma B - powołanie lub odwołanie delegata na Walne Zebrania (dołączona).
- Forma C2 - odwołanie Proxy (dołączona).
- Forma potwierdzająca zgodę na otrzymywanie komunikacji z POSK drogą mailową (dołączona).

W załączeniu otrzymują Państwo:

- Wiadomości POSK – sprawozdania za rok 2024.
- Ostemplowaną kopertę.
- Formę C1 – zgłoszenie Proxy (Pełnomocnictwo).

1. Walne Zebranie odbędzie się w Sali Malinowej w **sobotę 5 lipca 2025 r.** o godzinie 11:00 zgod- nie ze Statutem i Regulaminem, przyjętymi w 2019 r. z porządkiem dziennym podanym w zawia- domieniu. W zebraniu można również wziąć udział poprzez Zoom.

2. **Proponowane poprawki do protokołu z 59** Walnego Zebrania muszą być zgłoszone do biura POSKu (pocztą lub na [admin@posk.org](mailto:admin@posk.org)) najpóźniej w poniedziałek **30 czerwca 2025 r.**

### 3. Głosowanie:

- Głosowanie może się tylko odbyć na miejscu lub przez Proxy. W głosowaniu indywidualni członkowie POSK-u oraz delegaci organizacji członkowskich obecni na zebraniu uprawnieni są do oddania tylko jednego głosu.
- Rejestracja – wstęp na Walne Zebranie jest za okazaniem legitymacji POSK-u, względnie podaniem numeru członkowskiego. Rejestracja jest wyłącznie w godzinach **09.30 do 12.00**.
- Zgodnie z przepisami zawartymi w „Bye-laws of the Polish Social and Cultural Association”, każdy członek POSKu miał możliwość zgłoszenia kandydatów na Przewodniczącego, do Rady i do Komisji Rewizyjnej, razem z wymaganymi formularzami, do dnia 21 maja 2025 r., tak aby mogły one być włączone do Białej Broszurki „Informacje na Walne Zebranie POSK” rozesłane członkom. **Nie ma możliwości zgłaszania dodatkowych kandydatur po tej dacie ani na Walnym Zebraniu.**
- **Instrukcje** do głosowania znajdują się na kartach głosowania, otrzymanych przy rejestracji 5 lipca 2025 r.
- **Nie ma możliwości głosowania korespondencyjnego lub poprzez Zoom.**
- Organizacje mają prawo głosowania tak samo jak członkowie indywidualni, powołując lub odwołując delegata używając dołączoną Formę B, która musi być zgłoszona do Biura POSK-u najpóźniej do godziny **11.00 w piątek 4 lipca 2025 r.**
- **Członek POSK-u może przekazać pełnomocnictwo** do głosowania na kandydatów do Rady, na Przewodniczącego POSK-u i do Komisji Rewizyjnej osobie, którą mianuje na załączonym formularzu Proxy C1, przekazanym do biura POSK-u najpóźniej do godziny **11.00 w czwartek 3 lipca 2025 r.**
- **W wypadku anulowania Proxy należy użyć dołączony formularz Revocation C2.**

M.Kalinowski  
Przewodniczący Polskiego Ośrodka Społeczno-Kulturalnego



## KANDYDAT NA PRZEWODNICZĄCEGO RADY POSK MARCIN KALINOWSKI

Marcin Kalinowski to 45-letni przedstawiciel nowego pokolenia polskich imigrantów w Wielkiej Brytanii. Podobnie jak wielu członków brytyjskiej Polonii, buduje on przyszłość swoją i swojej rodziny na emigracji. Ojciec dwóch dorastających córek, znany ze swojego optymizmu i serdeczności wobec innych, cieszy się powszechną sympatią i zaufaniem.

Jego patriotyzm i zaangażowanie w sprawy Polonii pozwoliły mu nawiązać bliskie relacje z osobami, których rodziny tworzyły przez lata lokalne wspólnoty polskie na emigracji. Marcin od lat aktywnie wspiera działalność POSK-u oraz życie kulturalne i społeczne Polonii.

Marcin Kalinowski to skuteczny przedsiębiorca, który zdobył uznanie wśród pracowników i partnerów biznesowych. Jego działalność wykracza jednak poza sferę zawodową. Przez dwie kadencje pełnił funkcję Dyrektora ds. zarządzania budynkiem POSK-u, dbając z wielką odpowiedzialnością o kwestie organizacyjne. Znany jest ze swojej skrupulatności, charyzmy oraz znakomitych zdolności organizacyjnych i interpersonalnych.

W ostatniej kadencji objął funkcję Prezesa POSK-u. Podczas pełnienia tej funkcji dał się poznać jako osoba niezwykle skuteczna, koncyliacyjna, zorientowana na dialog oraz ludzi. Stworzył zespół, który w krótkim czasie przygotował i wdrożył wiele działań naprawczych niezbędnych do uzdrowienia sytuacji w ośrodku. Wyróżnia się stylem zarządzania opartym na otwartości, kulturze współpracy i szacunku dla każdej osoby zaangażowanej w życie Polskiego Ośrodka Społeczno-Kulturalnego.

Aktywnie nawiązywał relacje z otoczeniem – zarówno z instytucjami polonijnymi, jak i władzami lokalnymi oraz społecznościami brytyjskimi. Efektem tej aktywności była m.in. historyczna wizyta Króla Karola III w POSK-u, która umocniła prestiż i wizerunek ośrodka jako ważnego centrum życia społeczno-kulturalnego. Skutecznie pozyskiwał środki na realizację ambitnych projektów: kulturalnych, społecznych oraz inwestycyjnych, związanych z modernizacją budynku.

Jego prezesura to czas wielu sukcesów: udane inicjatywy programowe, wypracowanie rozwiązań organizacyjnych, a także otwarcie POSK-u na potrzeby współczesnej Polonii – rodzin, młodzieży i seniorów.

Marcin Kalinowski dał się poznać jako lider, który potrafi łączyć ludzi, rozwiązywać konflikty i jednocześnie działać w sposób rzeczowy oraz merytoryczny. Cechują go profesjonalizm, skrupulatność, konsekwencja i empatia. Jest zwolennikiem włączającego modelu zarządzania, w którym liczy się każdy głos, a różnorodność stanowisk jest siłą, nie barierą.

Jako kandydat na Przewodniczącego Rady POSK-u, Marcin Kalinowski deklaruje, że jego celem będzie zapewnienie instytucji stabilności, przejrzystości działania oraz sprawnego funkcjonowania Rady jako organu reprezentującego interesy członków POSK-u. Pragnie kontynuować misję wzmacniania pozycji Polskiego Ośrodka Społeczno-Kulturalnego jako centrum życia polonijnego, otwartego, nowoczesnego i wspólnotowego.

**Zaufanie. Doświadczenie. Skuteczność. Współpraca. Wizja. POSK to WY!**

## NOTY BIOGRAFICZNE

### Kandydaci do Rady Polskiego Ośrodka Społeczno-Kulturalnego w 2025 roku

**1. ANDRYSZCZAK KATARZYNA** - Od 23 lat mieszkająca w Londynie, doświadczona działaczka społeczna i menedżerka z wieloletnim dorobkiem w obszarze mediów, kultury i działalności społecznej. Współpracuje z kancelarią prawną oraz pełni funkcję dyrektora ds. ewentów w Polskim Radiu Londyn. Aktywnie angażuje się w życie polskiej społeczności na Wyspach, organizując liczne wydarzenia muzyczne, społeczne i kulturalne. Od wielu lat z sukcesem koordynuje imprezy okolicznościowe oraz inicjatywy wspierające integrację Polonii. Jest aktywnym członkiem Polskiego Ośrodka Społeczno-Kulturalnego (POSK) w Londynie. Sponsorzy: M.Tkaczyk i B.Nowak.

**2. ARMANOWSKA MAŁGORZATA** - Studia wyższe: Wyższa Szkoła Ekonomiczna Wydziału Morskiego, Handlu Zagranicznego w Sopocie ze specjalnością Międzynarodowego Prawa Morskiego. Wyższa Szkoła Muzyczna, Wydział Wokalny w Gdańsku. Jako artystka śpiewaczka propagująca muzykę polską na deskach świata.

W Wielkiej Brytanii w Barbican Centre, w Brytyjskim Parlamencie, w Windsor Castle, wielokrotnie w Ambasadzie Polskiej w Londynie i wielu innych prestiżowych miejscach. Obecnie zajmuje się pedagogiką w swojej dziedzinie.

Wykłady na temat muzyki polskiej w Holywell Musik Room w Oksfordzie, w szkole muzycznej w Liverpool. Przez dwa sezony opiekun wokalny chóru w Filharmonii Narodowej w Warszawie. Ustępuje z rotacji i kandyduje do ponownego wyboru. Sponsorzy: M.Tkaczyk i W.Moszczyński. W kadencji obecna była na 16 z 16 zebrań.

**3. BABISZ AGNIESZKA** - przyjechała do Wielkiej Brytanii 29 lat temu. Specjalizuje się w ratownictwie medycznym, kończy studium z zakresu Interwencji Kryzysowej, pragnąc rozwijać się w tej dziedzinie. Od wielu lat angażuje się w działalność charytatywną, pomagając w poprzednich latach w klinice medycznej dla bezdomnych oraz pełniąc rolę tłumacza w Baptist Church, South Ealing. Współpracuje z brytyjskimi organizacjami, wspierając osoby w trudnej sytuacji życiowej. Agnieszka jest także członkiem zespołu folklorystycznego „Jawor”, który promuje polską kulturę. W 2024 roku wzięła udział w Londyńskiej Paradzie Noworocznej, prezentując polską tradycję i kulturę na międzynarodowej scenie. Sponsorzy: M.Tkaczyk i W.Moszczyński.

**4. BARCZYK DAMIAN** - Ponad 20 lat doświadczenia w branży IT. Od 2022 do 2024 roku pełnił funkcję Dyrektora w Zarządzie POSK, odpowiedzialnego za sprawy IT. Członek BCS, The Chartered Institute for IT (MBCS). Obecnie pracuje jako menedżer IT w międzynarodowej korporacji gamingowej IGT. Działalność zawodową w Polsce prowadzi od 2005 roku, a od 2015 r. również w ramach firmy Limited VAT w Wielkiej Brytanii. Aktywny w środowiskach społecznych i zawodowych – m.in. w Kłastrze ITC Pomorze Zachodnie. Zaangażowany w promowanie wiedzy finansowej oraz współpracę transgraniczną w obszarze Berlin-Szczecin-Bałtyk. Ustępuje z rotacji i kandyduje do ponownego wyboru. Sponsorzy: W.Witkowski i A.Makulski. W kadencji obecny był na 15 z 16 zebrań.

**5. BRUDZIŃSKA ŻANETA** - Od najmłodszych lat związana ze sceną, dziś z pasją łączy doświadczenie artystyczne i edukacyjne organizując wydarzenia, które zyskują uznanie widzów i wypełniają widownię POSK-u. Drugą kadencję pełni funkcję Dyrektora ds. Kultury, wcześniej przez trzy lata koordynowała Wierszowisko organizowane przez PMS. Zasiadała w Kongresie Oświaty Polonijnej, uczy języka polskiego w sobotniej szkole. Ukończyła trzy kierunki studiów, posiada wyższe wykształcenie. Jej droga zawodowa to połączenie miłości do teatru, kultury i edukacji – wartości, które nieustannie stara się przekazywać dalej. W pracy kieruje się zaangażowaniem,

otwartością i chęcią budowania mostów między pokoleniami. Wierzy, że kultura ma moc jednoczenia ludzi i inspirowania do działania. Ustępuje z rotacji i kandyduje do ponownego wyboru. Sponsorzy: M.Kalinowski i M.Kobylec. W kadencji obecna była na 14 z 16 zebrań.

**6. DOBRONIAK PIOTR** - Urodzony w Polsce we Wrocławiu. W Londynie od 2005 roku. Politolog. Dziennikarz z ponad 20 letnim stażem. Kiedyś menadżer w dużych korporacjach. Przez wiele lat pracował w tygodniku Cooltura jako dziennikarz a następnie zastępca redaktora naczelnego. Był redaktorem naczelnym portalu Cooltura24 a potem Wielka Brytania Online. Od 20 lat współpracuje z TVP Polonia jako reporter oraz operator kamery. Współtworzył programy dla Wiadomości i 19:30 TVP. Współautor zdjęć do filmu o Karolinie Kaczorowskiej, żonie prezydenta Ryszarda Kaczorowskiego pt. Serce dla Polski. Współpracował przy różnych produkcjach dokumentalnych w tym „Bрудna Robota – Czysty Zysk” dla Discovery Channel czy „Miesięcznik Moralnego Niepokoju” dla TVP 2. Pisał do Nowego Czasu, Przewodnika Katolickiego i Forbesa. Sponsorzy: M.Kobylec i Ż.Brudzińska.

**7. GRUDZIEŃ STANISŁAW** – urodził się w 1945 roku. Skończył Szkołę Podstawową i Technikum Budowlane w Warszawie. Studiował na Politechnice Warszawskiej Wydział Inżynierii Sanitarnej. Pracował w Gazowni Warszawskiej jako Inspektor a także w Przedsiębiorstwie budowy domków jednorodzinnych w Piasecznie. Od 1976 przebywa w Anglii, pracował w Hilton hotelu jako inżynier nadzoru. Potem otworzył swoją firmę hydrauliczną. Uczestniczył w życiu społecznym emigracji polskiej. Był Skarbnikiem Koła SPK nr. 30. Był także w Komisji Rewizyjnej Ogniska Polskiego oraz POSKu. Sponsorzy: J.Krzyżewska i M.Jakubowski.

**8. JAKUBOWSKI MAREK** - Mgr inż. Arch. Działa społecznie w Wielkiej Brytanii od 1986r. Funkcje sprawowane od 1986r.: 1. Skarbnik Szkoły im. Mikołaja Reja na Chiswick 2. Przewodniczący Komitetu Rodzicielskiego Szkoły im. Mikołaja Reja 3. Członek Zarządu i Powiernik Polskiej Macierzy Szkolnej 4. Sekretarz PMS 5. Dyrektor Księgarni PMS 6. Sekretarz Rady Zjednoczenia Polskiego 7. Skarbnik Stowarzyszenia Artystów Plastyków w W.B. 8. Członek Polskiego Towarzystwa Naukowego na Obczyźnie 9. Dyrektor Sekcji Społecznej POSKu. Odznaczenia: 1. Złoty Krzyż RP, 2. Medal Komisji Edukacji Narodowej RP, 3. Medal Parafi Sw. Andrzeja Boboli w Londynie, 4. Złota Odznaka PMS. Ustępuje z rotacji i kandyduje do ponownego wyboru. Sponsorzy: D.Platt i M.Kobylec. W kadencji obecny był na 16 z 16 zebrań.

**9. KALINOWSKI MARCIN** - Marcin Kalinowski to przedstawiciel nowego pokolenia polskiej emigracji w Wielkiej Brytanii. Od lat aktywnie angażuje się w działalność społeczną i kulturalną Polonii. Jako ojciec dwóch córek, przedsiębiorca oraz pasjonat wspólnotowych inicjatyw, łączy życie rodzinne z oddaniem dla spraw społecznych. Przez dwie kadencje pełnił funkcję Dyrektora Domu, dbając o sprawne zarządzanie i codzienne funkcjonowanie instytucji. W ostatniej kadencji sprawdził się jako dynamiczny Prezes POSK-u, otwarty na potrzeby różnych środowisk. Jest znany z odpowiedzialności, życzliwości oraz umiejętności współpracy. Stawia na nowoczesne rozwiązania, otwartość na głosy społeczności oraz budowanie trwałych relacji wewnątrz organizacji. Pragnie dalej służyć POSK-owi, jako członek Rady, dbając o rozwój instytucji, przejrzystość działań i aktywne włączanie kolejnych pokoleń w życie Polonii. Jego kandydatura to wybór osoby, która zna POSK od wewnątrz, szanuje jego tradycję i potrafi skutecznie działać z myślą o przyszłości. Zaufanie. Doświadczenie. Skuteczność. Ustępuje z rotacji i kandyduje do ponownego wyboru. Sponsorzy: M.Zaremba i J.Młodzińska. W kadencji obecny był na 15 z 16 zebrań.

**10. KŁYS JAROSŁAW** - Z głębokim poczuciem odpowiedzialności i pasji wobec spraw polskich oraz środowiska polonijnego, ponownie ubiega się o miejsce w Radzie POSK. Jego motywacją jest chęć dalszego działania na rzecz integracji, rozwoju i promocji polskiej społeczności w Wielkiej Brytanii. Przez ostatnie trzy lata miał zaszczyt pełnić funkcję członka Rady oraz Zarządu

POSK, gdzie sprawowałem m.in. stanowisko dyrektora ds. BHP. Doświadczenie to pozwoliło mi na pogłębienie wiedzy o funkcjonowaniu instytucji, zacieśnienie współpracy z różnorodnymi organizacjami polonijnymi oraz wypracowanie skutecznych rozwiązań służących dobru wspólnemu. Jako radny, pragnę dalej wykorzystywać swoją wiedzę, energię i zaangażowanie w służbie POSK i jego społeczności. Wierzę, że jego aktywność może przyczynić się do dalszego umacniania pozycji POSK jako centralnego ośrodka życia polonijnego w Wielkiej Brytanii. Ustępuję z rotacji i kandyduje do ponownego wyboru. Sponsory: J.Straus i S.Kosiec. W kadencji obecny był na 15 z 16 zebrań.

**11. KRUCZKOWSKA-YOUNG MARIA** - Studia prawnicze na Uniwersytecie Jagiellońskim. W Wielkiej Brytanii od 1966 roku. Od wielu lat związana z działalnością POSKu i z działalnością organizacji, które swoją siedzibę mają w POSKu, a w szczególności ze Zjednoczeniem Polskim w W.B, gdzie w kadencji 2005-2011 pełniła funkcję Vice-Prezesa, a w kadencjach 2011-2013 Sekretarza Generalnego. W latach 1999 do 2007 była koordynatorem Polskich Festiwali w Bletchley Park i w Stoke Poges, Slough. Obecnie jest członkiem Rady Polskiej Fundacji Kulturalnej i jednym z dyrektorów Tygodnia Polskiego, jest dyrektorem Stowarzyszenia Powierniczego i członkiem Zarządu Zjednoczenia Polek w W.B. Przez wiele lat była członkiem Rady POSKu i ponownie chciałaby czynnie służyć tej Organizacji. Sponsory: W.Moszczyński i B.Nowak.

**12. KRZYŻEWSKA JOLANTA** – urodziła się w 1949 roku w Bytomiu. Szkołę Podstawową oraz Liceum Ogólnokształcące ukończyła w Lublinie. Studiowała na Politechnice Warszawskiej na Wydziale Elektroniki. Karierę zawodową rozpoczęła pracując w Biurze Zbytu sprzętu Teleradiologicznego w Warszawie a następnie w Kombinacie Budownictwa Miejskiego Warszawa-Śródmieście do roku 1988 obejmując kolejno stanowiska: specjalista d.s energetycznych oraz Organizacji i zarządzania. Po zdaniu egzaminu państwowego po szkoleniu w Ośrodku Badań Jądrowych w Świerku uzyskała tytuł Specjalisty d.s Ochrony Radiologicznej. Od 1988 roku przebywa w Anglii gdzie stara się uczestniczyć w życiu Polonii, której sprawy zawsze leżą jej na sercu. Wykładała również na PUNO – Wydział Ekologii, jej wykłady a szczególnie dotyczące spraw radiologicznych spotykały się z dużym zainteresowaniem, Sponsory: E.Hulak i S.Grudzień.

**13. LEWIS DOROTA** - Od wielu lat wspiera działania na rzecz Polonii, wierząc głęboko w wartość pielęgnowania polskości poza granicami kraju. Od ponad 12 lat działa w Polskiej Szkole Sobotniej jako członek i prezes Zarządu, organizując wydarzenia kulturalne, wspierając edukację dzieci i młodzieży oraz budując mosty pomiędzy pokoleniami naszej społeczności. Od zawsze bliskie jej były inicjatywy społeczne i działania. Jej doświadczenie zawodowe w branży finansowej pozwala jej patrzeć na projekty także z perspektywy organizacyjnej i strategicznej – jest dobrze zorganizowana, odpowiedzialna i przywiązującą wagę do transparentności oraz efektywności działań. Jako członek Rady, chciałaby wspierać misję POSK, łączyć pasję społeczną z doświadczeniem i zaangażowaniem. Sponsory: M.Kobylec i W.Moszczyński.

**14. MAKULSKI ANDRZEJ** - Elektronik radiowiec, akustyk. Działacz społeczny. Harcerz instruktor. Prezes POSKlubu 25-tej kadencji. Sponsory: W Mier-Jędrzejowicz i I.Abramian.

**15. MARKOWSKI ANDRZEJ** - Urodzony w 1977 roku w Starachowicach. Wychowany w duchu patriotycznym w rodzinie mocno związanej z opozycją w latach 1980–89. Ukończył Technikum Elektromechaniczne w Starachowicach. W Londynie zamieszkał we wrześniu 2000 roku. Od 2001 roku jest osobą samozatrudniającą się (self-employed). Obecnie wraz z małżonką prowadzi małą firmę elektryczną. Jest osobą kreatywną z dość obszernym doświadczeniem zawodowym w swojej dziedzinie. Zainspirowany nowym zarządem POSK-u wyraża chęć poświęcenia swojego dodatkowego czasu wolnego dla wartości i tradycji jakie reprezentuje ten ośrodek. Uważa się za osobę, która nie obawia się nowych wyzwań i gotowa jest poświęcić się im w całości. Sponsory: M.Kalinowski i Ż.Brudzińska.

**16. MARSZEWSKI JANUSZ** – członek Rady POSKu 2003-2024. Jako członek Zarządu między rokiem 2008-10, wprowadził system na regularne dotacje dla POSKu. Członek Komisji Kultury 2014-21. Prowadził udział POSKu w festiwalu „Open House London” między r. 2018-21, oprowadzając gości po POSKu i opowiadając historię polskiego społeczeństwa w Wielkiej Brytanii. Między r. 2014-19, współorganizował Bal Polski. W 2003 r. był współzałożycielem, oraz wielokrotnym prezesem Stowarzyszenia Polskich Absolwentów i Zawodowców (TOPAZ). Nowo zakwalifikowany przewodnik turystyczny na terenach Londyńskich. Pracuje dla HM Revenue & Customs w roli komunikacyjnej, w związku z czym prowadzi polsko-języczne seminaria dla przedsiębiorców, wyjaśniając aspekty brytyjskiego systemu podatkowego. Sponsory: A.Zakrzewski i M.Zaremba.

**17. NEWSOME ALEXANDRA** - Wieloletni członek POSKu urodzona w Londynie. Służyła w Komisji Rewizyjnej POSKu i potem w Radzie POSK. Prowadzi spotkania dla nowych członków POSKu aby zachęcić ich do przybycia i uczestnictwa w POSKu. Była nauczycielką Geografii do poziomu maturalnego, po wyższych studiach. Ustępuje z rotacji i kandyduje do ponownego wyboru. Sponsory: W.Tobiasiewicz i M.Turowska. W kadencji obecna była na 14 z 16 zebrań.

**18. SABBAT JOLANTA** - Urodziła się i wychowała w Polskim Londynie. Jej dziadkowie i rodzice brali czynny udział w życiu emigracji niepodległościowej. Od wczesnej młodości jest członkiem POSKu, obecnie radnym. Pracuje w polskich organizacjach społecznych np. w Związku Harcerstwa Polskiego i w Zjednoczeniu Polek. Z wykształcenia jest lekarzem. Na naszym pokoleniu leży ciężar zabezpieczenia spuścizny poprzednich pokoleń. Założyciele i fundatorzy mieli wizję POSKu, jako służącemu następnym pokoleniom Polaków zarówno tym urodzonym tu, jak i tym, którzy przyjechali z Polski – tym, którym bliska jest Polska i skarb jej języka, historii i kultury. Ustępuje z rotacji i kandyduje do ponownego wyboru. Sponsory: M.Kobylec i W.Moszczyński. W kadencji obecna była na 10 z 16 zebrań.

**19. SZADKOWSKA-ŁAKOMY TERESA** - Członek POSK od 1971 roku. Po ukończeniu studiów pracowała jako nauczycielka i wykładowca matematyki. Była kierowniczką działu oraz wicedyrektorką szkoły. Od najmłodszych lat należy do harcerstwa i bierze czynny udział w organizacjach społecznych. Obecne funkcje: Przewodnicząca Komisji Historyczno-Archiwalnej przy Naczelnictwie ZHP, członek Prezydium Rady Federacji Światowej SPK, powiernik Fundacji SPK w WB oraz Prezes Zjednoczenia Polek w WB. Jako członek zarządu dwóch organizacji z siedzibą w POSK-u, docenia wysiłki tych, którzy go założyli i utrzymywali. Zabezpieczenie POSK-u dla przyszłych pokoleń leży jej na sercu. Ustępuje z rotacji i kandyduje do ponownego wyboru. Sponsory: M.Kruczkowska-Young i W.Moszczyński. W kadencji obecna była na 16 z 16 zebrań.

**20. STRAUS JERZY** - Urodził się w 1960 roku w Warszawie. Pedagog i teolog. W okresie PRL opozycjonista. 42 lata doświadczeń w stowarzyszeniach m.in. jako założyciel i członek zarządów miejskich i dwa razy krajowego. W latach 2006-2008 w UK prowadził Polskie Stowarzyszenie Kulturalne w Kettering. Celem jego kandydowania do Rady POSK jest dbanie o zachowanie jego polskiego charakteru i ulepszenie jego Statutu oraz pomoc wszystkim członkom w realizacji ich prospołecznych celów w oparciu o Ośrodek oraz powrót do czynności jakie wykonywał kiedyś w Sekcji Społecznej POSK. Sponsory: J.Kłys i S.Kosiec.

**21. TRYLSKI TADEUSZ** - Urodzony w Londynie, absolwent University of Birmingham oraz University College, London (UCL) i The Open University. Zawodowo prowadzi działalność w architekturze oraz teatrze specjalizując się w oświetleniu. Wychowanek West-Endu, pracował w teatrach w Wielkiej Brytanii, w Stanach Zjednoczonych i w Polsce. Wykładowca akademicki w szkole architektury The Bartlett przy University College, London. Zaangażowany od najmłodszych lat w polskie życie emigracyjne. Instruktor harcerski. Był członkiem Rady POSKu. Przez wiele lat, jako wolontariusz, doradzał i pomagał w teatrze POSKu – był projektantem licznych



jego systemów technicznych – jak również w Jazz Cafe. Kandyduje do ponownego wyboru do rady, również pragnie wznowić działalność na rzecz teatru. Sponsorzy: S.Zapaśnik i E.Spohn.

**22. WITKOWSKI WŁODZIMIERZ** - Założyciel Polskiego radia Londyn, które wspiera polskie imprezy kulturalne oraz jest założycielem tygodnika Cooltura, który od lat wspiera Bal Polski. Jest Prezesem organizacji charytatywnej London SPARK, która pomaga polskim rodzinom na emigracji. Ustępuje z rotacji i kandyduje do ponownego wyboru. Sponsorzy: W.Mier-Jędrzejowicz i D.Zeller. W kadencji obecny był na 9 z 16 zebrań.

**23. WÓJTOWICZ KONRAD** - mieszka w Wielkiej Brytanii od 2004 roku. Pracuje jako starszy inżynier w branży zabezpieczeń – specjalizuje się w systemach monitoringu, kontroli dostępu, alarmach przeciwwłamaniowych i przeciwpożarowych. Posiada także szeroką wiedzę z zakresu informatyki. Zarządza dużą siecią WiFi w hotelu w Reading. Ma także doświadczenie w branży budowlanej. Interesuje się muzyką, technologią i inżynierią. Chciałby aktywnie wspierać działalność POSK, wykorzystując swoje umiejętności analityczne, techniczne i praktyczne w celu rozwoju infrastruktury, nowoczesnych rozwiązań IT oraz wspierania inicjatyw polskiej społeczności w Wielkiej Brytanii. Sponsorzy: W.Moszczyński i M.Kobylec.

**24. ZAKRZEWSKI ANDRZEJ** - Inżynier Chemik. Absolwent Imperial College London. Wieloletni dyrektor naczelny polskiej spółki amerykańskiej firmy, tłumacz. Był prezes Zrzeszenia studentów i absolwentów polskich na uchodźstwie. Skarbnik Koła Przyjaciół Harcerstwa. Wieloletni Sekretarz i dyrektor POSK'u odpowiedzialny za między innymi umowy najmu pomieszczeń, personel, negocjacje doprowadzając do sprzedaży domu Frascati 4. Obecnie powiernik Fundacji Przyszłości POSK'u. Wieloletni Radny po rocznej przerwie kandyduje ponownie do Rady. Sponsorzy: M.Zaremba i J.Marszewski.

**25. ZASTAWNY MARIAN** - Dr inż. jest inżynierem lotnictwa specjalizującym się w symulacjach komputerowych. Jest absolwentem Politechniki Warszawskiej, California Institute of Technology. Posiada również doktorat zdobyty na Imperial College w Londynie. Od ponad 15 lat aktywnie działa w Stowarzyszenia Techników Polskich w W.B, którego jest obecnie prezesem. Jest mocno zaangażowany w promowanie nauki i inżynierii poprzez prowadzenie zajęć z dziećmi w polskich szkołach oraz organizację warsztatów naukowych. Był jedną z Kluczowych osób dzięki którym STP uzyskało akredytację brytyjskiej Engineering Council. Ponadto, zarządza zasobami IT stowarzyszenia i wdrożył zintegrowany system zarządzania dla STP. Będąc aktywnym działaczem polonijnej społeczności młodego pokolenia, często bierze udział w dyskusjach na temat działalności stowarzyszeniowej, sposobu zachęcania młodych inżynierów do aktywnego włączania się w funkcjonowanie stowarzyszeń oraz nowoczesnych metod zarządzania stowarzyszeniami naukowo-technicznymi. Ustępuje z rotacji i kandyduje do ponownego wyboru. Sponsorzy: p.Świeboda i A.Fórmaniak. W kadencji obecny był na 15 z 16 zebrań.

## NOTY BIOGRAFICZNE

### Kandydaci do Komisji Rewizyjnej Polskiego Ośrodka Społeczno-Kulturalnego w roku 2025

#### **Maria Dowgiel**

Od wielu lat zaangażowana społecznie w organizacjach polonijnych. Z wykształcenia księgowa; absolwentka Hertford Regional College i Polskiego Uniwersytetu na Obczyźnie.

Radna POSK-u w latach 2015-2024. Powiernik PUNO. Wolontariuszka Salonu Literackiego. Aktywnie wspomaga brytyjskie organizacje charytatywne. Organizowała i nadzorowała zbiórki funduszy m.in. na Centrum Zdrowia Dziecka Warsaw Fund i na PUNO.

Chciałaby, aby POSK pozostał miejscem inspirującym i jednoczącym różne pokolenia tzw. starej i nowej Polonii oraz promującym polską kulturę, sztukę, kinematografię (i gastronomię) w wieloetnicznym środowisku Londynu.

Jako członek Komisji Rewizyjnej pragnie wykorzystać swoje kwalifikacje i doświadczenie z dotychczasowej pracy zawodowej i społecznej dla dobra i na korzyść POSK-u, wspierając działalność Rady.

#### **Tomasz Kosmala**

Doktor nauk matematycznych, nauczyciel akademicki na Imperial College, lat 34, zamieszkały w Londynie od 10 lat. W stowarzyszeniu KOD UK pełni funkcję członka zarządu. Zajmują się upowszechnianiem wiedzy o Konstytucji, prawach człowieka, partycypacji obywatelskiej. Zabiega o zwiększenie wpływu Polonii w polskim systemie politycznym. Od 2023 r. wspomaga Obywatelską Kontrolę Wyborów koordynując pracę kilkuset wolontariuszy w komisjach wyborczych na całym świecie. W POSKu w 2020 r. był wolontariuszem wystawy z okazji czterdziestolecia Solidarności, w 2023 r. członkiem komisji skrutacyjnej. Obecnie zajmuje się organizacją koncertu charytatywnego w POSK na rzecz Ukrainy. Kandyduje by zarząd POSKu był poddany niezależnej, rzetelnej i drobiazgowej kontroli.

#### **Elżbieta Listoś**

Miejsce i data urodzenia: Bełżyce, 10.02.1943.

Nauka: Szkoła Podstawa i Liceum Ogólnokształcące w Bełżycach.

Studia: 1962-1963 Uniwersytet Marii Curie-Skłodowskiej w Lublinie wydział MAT-FIZ-CHEM.

1964-1967 Uniwersytet Warszawski wydział FIZYKI.

1965 Zawarcie małżeństwa, mąż Stanisław Listoś.

Od 1967 roku praca w szkole, nauczycielka fizyki i matematyki.

1975-1989 Praca w Katolickim Uniwersytecie Lubelskim w Lublinie; Kierownik Klubu Studenckiego.

1990-2004 Działalność gospodarcza z córką i z mężem, branża spożywcza w Bełżycach.

Od 2004 roku do chwili obecnej w Londynie.

Praca: opieka nad ludźmi niepełnosprawnymi.

Od czasu przyjazdu do Londynu zaangażowana w pracę społeczną.

W Komisji Rewizyjnej dwie kadencje.

Uważam, że praca społeczna jest moim obowiązkiem dla wspólnego dobra a POSK jest szczególnie miejscem dla kultury i wspólnej egzystencji.

## **Olimpia Mainka Pearson**

Przebywa w Wielkiej Brytanii od dwudziestu lat i jest głęboko zaangażowana w polską społeczność. Jest aktywistką i członkinią Zarządu KOD UK, gdzie pełni rolę Skarbnika. Posiada bogate doświadczenie w organizacji wydarzeń, w tym w planowaniu budżetu i zarządzaniu finansami. Zawodowo specjalizuje się w marketingu cyfrowym, posiadając umiejętności w zakresie zarządzania projektami i zespołami.

Kandyduje w tych wyborach, chcąc wnieść swoje doświadczenia i umiejętności w życie polskiej społeczności, wzmacniając ją i oferując wsparcie. Moim celem jest zachęcanie do większego zaangażowania społeczności oraz zapewnienie reprezentacji perspektyw polskich mieszkańców.

## **Izabela Sowula**

Mieszka w Wielkiej Brytanii od 32 lat. Z wykształcenia (Msc in Computer Science, Birkbeck College, University of London) jest Inżynierem Oprogramowania i od ponad 20 lat pracuje w tym zawodzie. Mam 2 dorosłych dzieci urodzonych w Wielkiej Brytanii. Od listopada 2024 pracuje w Komisji Rewizyjnej POSK i chce kontynuować ten wolontariat. Chce pomóc w rozwoju działalności POSK w środowisku polonijnym. Jako aktywistka i działaczką widzi ogromny potencjał w naszej organizacji i pragnie propagować jej idee wśród młodej Polonii. Ma obecnie wolny czas który chce poświęcić działalności społecznikowskiej dla dobra polskiej diaspory.

## **Wojciech Tobiasiewicz**

Urodzony w Luton w 1956r. Inżynier lądowy MICE, Studia na poziomie BSc(Eng), M.Phil. Członek Rady Biblioteki Polskiej 1975-79, wtedy kiedy Biblioteka przeniosła się do gmachu POSKu. Jego doświadczenie w POSKu - Skarbnik 2021-22, Prezes 2017-18, Radny POSKu 5 kadencji od 1983r. Komisja Rewizyjna ma ważną funkcję nadzorczą, dbającą o sprawne działanie Zarządu, Rady i personelu POSK, odpowiedzialna członkom POSK na Walnym Zebraniu. Chętniej służyłby KR swoim doświadczeniem, gdyby został wybrany.

## **Ryszard Żółtaniecki**

Z zawodu Inżynier. Finansowo niezależny. Członek POSKu Nr 708, Fundator POSKu Nr 297 Aktywny społecznie w działalności POSKu od lat 1970. w Komisjach: Filmowej, Finansowej, członek Rady POSK, Kandydował na Prezesa POSKu (bez sukcesu), członek Komisji Rewizyjnej, członek Zarządu POSK ( dyr. d.s. Biblioteki POSK). Dobrze obeznany ze strukturą organizacyjną POSKu. Rozumie pozytywne i negatywne aspekty POSKu. Ofiarowuje swój czas i wiedzę do pracy społecznej dla dobra POSKu.

## **Agenda Item 10**

### **Notices of Resolutions for POSK AGM on 5<sup>th</sup> July 2025**

**The following resolutions were submitted by Members in accordance with Article 20(6) for consideration at the AGM on 5<sup>th</sup> July 2025:**

#### **Resolution no. 1 – Training for Directors**

Resolution to propose that all Directors receive proper training to cover their duties and rights to comply with Companies Act 2006. This training should be offered to new Directors within 3 months of being appointed. All existing Directors should receive training as soon as possible.

Proposed by J.Wajda, Z. Sieciechowicz, E. Wajda, K.Knapik, M.Fatyga, J.Prorok, I.Behar, Mrs M.Jakubowski, Mr M.Jakubowski, T. Śląski, M.Zastawny, M.Woźniak, J.Kłys,

#### **Resolution no. 2 – Organisational Chart**

Resolution to propose to commit the Chairman to produce Organisational Chart of POSK. This should include, as a minimum, the Board, Management and Employees. The Chart should be produced within 3 months of being elected. During his term in office the Chair should be allowed to make changes to the chart.

Proposed by J.Wajda, Z.Sieciechowicz, E.Wajda, K.Knapik, M.Fatyga, J.Prorok, R.W.Tobiasiewicz, I.Behar, Mrs M.Jakubowski, M.Zastawny, Mr M.Jakubowski, A.Newsoms, R.Dudziuk, M.Woźniak, J.Kłys.

# NOTES

Charity registration number 236745 (England and Wales)

Company registration number 00816310

**POLISH SOCIAL AND CULTURAL ASSOCIATION**  
**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

# POLISH SOCIAL AND CULTURAL ASSOCIATION

## LEGAL AND ADMINISTRATIVE INFORMATION

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Trustees	Marcin Kalinowski	Appointed 9 November 2024
	Monika Kobylec	Appointed 19 November 2024
	Richard Wojciech Tobiasiewicz	Appointed 19 November 2024
	Tomasz Szpringer	Appointed 19 November 2024
	Wiktor Moszczynski	Appointed 19 November 2024
	Włodzimierz Anthony Christopher Mier-Jedrzejowicz	Appointed 19 November 2024
	Janusz Wajda	Appointed 19 November 2024
	Malgorzata Nyga	Appointed 19 November 2024
	Zaneta Brudzinska	Appointed 19 November 2024
Secretary	Włodzimierz Mier – Jedrzejowicz	
Charity number	236745	
Company number	00816310	
Registered office	238-246 King Street Hammersmith London W6 0RF	
Auditor	Richard Place Dobson Services Limited 1-7 Station Road Crawley West Sussex RH10 1HT	
Solicitors	Bates Wells 10 Queen Street Place London EC4R 1BE	

# POLISH SOCIAL AND CULTURAL ASSOCIATION

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# POLISH SOCIAL AND CULTURAL ASSOCIATION

## TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT)

**FOR THE YEAR ENDED 31 DECEMBER 2024**

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The Trustees submit their report and the audited financial statements for the year ended 31 December 2024 for the Polish Social and Cultural Association ("POSK" or the "Charitable Company" or the "Charity"). These financial statements are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

### Reference and administrative details

POSK is a company limited by guarantee (number 816310) and a registered charity (number 236745). It was incorporated on 19 August 1964 and is governed by its Memorandum and Articles as adopted at an Extraordinary General Meeting of Members on 18 May 2019. Each member has provided a guarantee up to a limit of £1 each.

None of the Trustees has any financial interest in the company. All of the Trustees are members of the company and guarantee £1 in the event of a winding up.

### Objectives and activities

The overarching mission of the Polish Social and Cultural Association (POSK) is to serve the Polish community in the United Kingdom by promoting culture, education and social integration. These objectives are defined as follows:

- the promotion of Polish culture, including literature, language, arts, and the history of both Poland and the United Kingdom
- the organisation of social and cultural events aimed at the Polish diaspora, as well as initiatives that foster integration across diverse communities,
- the support of education, training, and development initiatives targeted at Poles residing in the UK,
- the provision of support and opportunities for recreation, particularly for those in need due to age, disability, poverty, or challenging socio-economic circumstances.

To achieve these aims, POSK established a centre which it now strives to maintain in the best possible condition for the benefit of the wider community. The centre initiates and hosts a broad range of cultural, artistic, social, and educational events.

The organisation's operations are funded primarily through donations, income generated from the commercial hire of offices and venues and actively sought project-specific grants. POSK consistently seeks to maintain a balance between delivering a high-quality, ambitious programme and ensuring the financial sustainability of its activities.

The Polish Social and Cultural Association (POSK) fulfils its statutory aims through a broad range of cultural, educational, and community-oriented activities, including:

- **Providing space and resources for the Polish Library**, which collects, preserves, and offers access to an extensive collection of books and archival materials related to Polish history and culture. The library operates a lending service and reading room, collaborates with public libraries across the United Kingdom through the Central Circulating Library, which supplies books in Polish to local branches, and is recognised by both the United Kingdom and Poland (MAB). In addition, it plays an active role in delivering a rich programme of cultural and educational events.
- **Making available key cultural spaces** such as the Theatre, Atrium, Gallery, Studio, and Malinowa Hall for the regular use of artistic, educational, and professional organisations. These include long-standing resident groups such as POSK Opera, the Tatra Polish Song and Dance Ensemble, the Polish Stage Company UK, the Syrena Children's Theatre, and the Association of Polish Artists.
- **Offering office space at preferential rates** to organisations such as the Polish Educational Society, Medical Aid for Poland, the Polish Weekly, the Polish University Abroad (University of the Third Age), the Association of Polish Engineers in the UK, and the Joseph Conrad Society. These arrangements also extend to the rental of venues for cultural, academic, and social events such as lectures, conferences, and commemorative gatherings.

# POLISH SOCIAL AND CULTURAL ASSOCIATION

## TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

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- **Operating themed clubs** including Jazz Café, POSK Theatre for Children, and the POSK Gallery, and organising numerous cultural events open to both Polish and international audiences – notably the annual Chopin Festival. POSK also maintains an active presence on social media platforms such as Facebook and Instagram.

All of these initiatives contribute to POSK's role as the leading centre for Polish culture in the United Kingdom, promoting the Polish language and cultural heritage within the Polish community and across wider British society. Through its work, POSK highlights the enduring contribution and significance of Polish culture to the cultural life of the UK.

### Achievements and performance

Under the leadership of the current Chair and a restructured Board of Trustees, POSK undertook a review and evaluation of the previous management's three-year term. The start of 2024 presented a period of significant transition, marked by notable changes within the Board. Several director roles experienced turnover, which presented challenges to continuity and governance. Despite this, POSK remained committed to its core mission.

Throughout the year, the former Chair continued to perform their leadership role while also supporting financial oversight responsibilities. These dual roles highlighted the need to review and strengthen internal controls, governance structures, and administrative processes. Following the election of new leadership in November 2024, efforts were made to stabilise operations and regain full access to essential systems and accounts. While some technical and administrative hurdles remain, the organisation continued to deliver many of its statutory functions and began laying the groundwork for longer-term improvements.

**POSK Theatre** staged two productions: *The Three Little Pigs* and *The Wawel Dragon – A Different Story*, created by the in-house children's theatre group Teatr POSK Dzieciom (TPD). These performances generated notable profits and achieved great success in terms of public perception. TPD also successfully secured and accounted for a production grant, marking a considerable achievement. Additionally, Teatr Syrena celebrated its 65th anniversary with a performance of *Puss in Boots*. The theatre also hosted external productions such as *The Ulma Family*, the operatic programme *Flis / Perpetuum Nobile*, the annual Chopin Festival, and children's events including *Śpiewowisko* and the *Wierszowisko* finale.

**Jazz Café POSK** continues to strengthen its position as one of London's key jazz venues. It attracts a different audience compared to other POSK events, enriching the centre's cultural offer. Regular concerts generate reliable ticket income, supporting the sustainable growth of this programme.

**The POSK Gallery**, a hallmark of the institution due to its central location, effectively capitalises on its visibility by presenting a diverse and engaging series of exhibitions.

**POSKino** suspended its operations during the year due to challenges around operational oversight. Reactivating the cinema and enhancing its long-term viability have since been identified as key priorities by the current Chair and the Board.

**The POSK Library** remains a top tier humanist institution, steadily expanding its collection, which currently includes around 35,000 items. It also organises exhibitions, conferences, and meetings with notable figures in culture including a screening and discussion with the director of a film about Zbigniew Herbert.

**The POSK Atrium** continues to enjoy popularity as a venue for classical music concerts, poetry evenings, and presentations. In 2024, it was equipped with a new grand piano, and the renovated space provides a refined setting for events.

# POLISH SOCIAL AND CULTURAL ASSOCIATION

## TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

*FOR THE YEAR ENDED 31 DECEMBER 2024*

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**The POSK Virtual Museum**, developed as part of the Anglo Polish Cultural Exchange project, encountered a number of delivery and cost challenges. The project involved significant expenditure and required careful review to ensure contractual and financial compliance. The current management initiated a comprehensive assessment of the initiative, which had previously lacked transparency. While concerns had been raised earlier in the year, access to project documentation was limited. Work is ongoing to evaluate lessons learned and ensure improved oversight for future initiatives.

Many POSK facilities including the theatre continued to be hired commercially by external organisations such as schools, choirs, and theatre, music, and opera groups. This activity benefits both local and international communities (e.g. Chinese opera) and serves as a key revenue stream. Tenants included The Arts Educational Schools, W11 Opera, Addison Singers, City Academy, and others. POSK also maintains working relationships with the Polish government, the Embassy and Consulate, British cultural institutions, and the local council.

According to the Trustees, the main indicators of POSK's success are the continuity and diversity of its programming, which engages both post war émigrés and the newer Polish community in the UK. This translates into strong attendance and ongoing development of new initiatives. POSK is currently reassessing its operations and evaluating the needs of the community it serves, while also identifying events that could attract new audiences to the centre.

**Community outreach**, particularly programmes aimed at supporting senior citizens, was stopped during the year to allow for restructuring and the development of more robust operational procedures. Similarly, activity within the Family Department has been scaled back to facilitate a review of its future direction. These changes form part of a broader effort to enhance service delivery and ensure sustainability.

**POSK's residential properties** continued to provide a stable source of income in 2024, with tenants of offices and flats regularly meeting their payment obligations. The POSK Library received substantial financial support from the Polish Ministry of Culture and National Heritage. POSK also began implementing an investment grant the first stage of which was the renovation of the Malinowa Hall.

The Trustees express their sincere gratitude to all staff, volunteers, tenants, and donors who support POSK's mission of building and maintaining a vibrant Polish cultural centre in London.

### Volunteers

Volunteers are key to POSK's success. Trustees and Council Members provide their professional expertise in a voluntary capacity, specifically in terms of day to day running of POSK as well as strategic planning.

Indeed POSK has numerous volunteers who kindly give up their time and provide their expertise and skills. Such volunteers assist in running POSK and putting on POSK events, POSK's Gallery being run by them. It is hard to estimate the number of hours put in by volunteers; nonetheless the Trustees acknowledge that without this significant input POSK would find it difficult to carry out its activities, even to function at all.

# POLISH SOCIAL AND CULTURAL ASSOCIATION

## TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

*FOR THE YEAR ENDED 31 DECEMBER 2024*

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### **Financial review**

POSK uses a Xero system. A part-time bookkeeper and external accountant are employed as well as a project and administrative volunteer to help the Treasurer.

### Income generation

Total income for POSK in 2024 amounted to £1,552,918 in comparison to 2023 - £1,266,359. This was in line with the approved budget.

POSK's income remains subject to significant fluctuations and continues to depend on grants, donations, and bequests. In 2024, there were no testamentary bequests. The POSK Library continued to receive its annual grant of £200,000 from the Polish Ministry of Culture. Total income from grants, donations and bequests therefore amounted to £528,844, compared to £311,135 in 2023.

In 2024, rental income from premises remained stable, providing a healthy financial foundation. However, the gradual decline in audience attendance emerged as a challenge and prompted reflection for the new management. While cultural and community activities are not intended to generate maximum profit, events should also not result in consistent financial losses, as this threatens the centre's long-term development, particularly when it aims to pursue a clear and ambitious cultural mission.

During 2024 POSK received £84,000 from the POSK Foundation in comparison to 2023 – £60,000. The Trustees express their sincere thanks to the POSK Foundation for its continued support. The relatively high level of investment income reflects the effectiveness of the Trustees' policy of diversifying income streams without negatively impacting POSK's charitable activities.

POSK extends its heartfelt gratitude to all supporters for their ongoing commitment and to all donors for their generosity, which made these outcomes possible.

### Resources Expended

Resources expended on charitable activities and governance costs in 2024 were £1,654,110 in comparison with 2023 – £1,922,293. These costs appear to reflect organisational needs and are therefore considered justified, though they warrant close analysis to ensure that revenue-generating activities remain financially sustainable.

### Net Funds Movement

In 2024, POSK recorded an operational deficit of £101,192, this compares to an operational deficit of £653,934 in 2023. The Trustees acknowledge this result. While the downward trend in the deficit is encouraging, it is concerning that the shortfall was not the result of any significant capital investment. Furthermore, the absence of bequests in 2024 contributed to the funding gap, as these have historically supported POSK's income. One of the main challenges for the management team in 2025 will be to balance the budget and avoid further deficits, except in cases where spending can be clearly justified — for example, through investment in income-generating property that secures long-term revenue.

### Changes in fixed assets

During the year, POSK made several capital investments in musical instruments to support its cultural programme. The total expenditure amounted to £130,196. While the investments were intended to enrich the organisation's artistic offerings, they prompted reflection on the importance of thorough consultation and budgeting processes. The current Board recognises the need for enhanced financial planning and oversight in relation to significant capital purchases and is committed to strengthening these procedures going forward.



# POLISH SOCIAL AND CULTURAL ASSOCIATION

## TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

*FOR THE YEAR ENDED 31 DECEMBER 2024*

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### Reserves Policy and Going Concern

The reserves held by POSK are detailed in Note 22 in the Statement of Financial Activities. The purpose of these reserves is to ensure the continued maintenance and development of the building in which POSK operates.

POSK maintains an investment portfolio, the income from which is used to support ongoing charitable activities and the upkeep of its large, historic building, which requires regular expenditure. The Trustees are of the opinion that POSK's net assets are fully represented by these investments and that this policy will remain in place until the organisation reaches a state of positive cash flow and can sustain itself without the need for one-off income from asset sales or bequests.

As of 2024, POSK's total reserves amounted to £9,879,353, compared to £9,996,994 in 2023 and £10,650,945 in 2022. Considering POSK's projected cash flows and available resources, the Trustees consider the risk to POSK's status as a going concern to be minimal.

### **Investments**

POSK's investment policy is to invest in revenue generating assets in order to provide stable, foreseeable cash flows to fund its ongoing activities. The primary aim of this policy is to generate a return that is both a reasonable hedge against inflation and above the Bank of England base rate at the time the investment decision is made. Investment decisions are made by the Trustees and material investment decisions are ratified at Council Meetings.

During the year to 31 December 2024, POSK has continued to benefit from a high level of rental income. POSK has no intention of selling any UK Investment Property and any revaluation movements will have no effect on future rental streams.

### **Risk management**

The Trustees have introduced a formal risk management process to assess business and operational risks. As part of this process a system of internal controls was set up, which were designed to provide reasonable assurance against material misstatement, mismanagement or loss. These controls include:

- Annual operational [OpEx] and capital [CapEx] budgets approved by the Council;
  - Regular reviews of the financial results and variances from these budgets;
  - Delegation of authority and segregation of duties;
  - Identification and management of risks;
  - An internal audit review.
- 
- a. Uncertainties over the receipt of donations and grants;
  - b. An increase in property related expenses, which cannot easily be recovered from tenants;
  - c. An increase in costs that are outside of POSK's control (such as Utilities costs, business rates, Workplace Pensions and the Working Wage;
  - d. The loss of commercial tenants as a result of post-pandemic working practices;
  - e. Difficulties in attracting and retaining suitable volunteers.

# POLISH SOCIAL AND CULTURAL ASSOCIATION

## TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

*FOR THE YEAR ENDED 31 DECEMBER 2024*

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**POSK manages its risks** by striving to achieve positive returns on investments that support its statutory activities, while also conducting regular reviews of expenditure to assess potential savings. The organisation actively seeks new sources of grants and donations, as well as new commercial tenants and venue hirers. Investments made in museum-related projects have proved unsuccessful. In light of the implementation challenges and the limited prospects for financial return, the decision has been made to terminate this initiative entirely to prevent further costs.

**POSK's residential property portfolio** has proven to be an exceptionally successful investment, once again providing a stable and regular stream of income to support its operations. However, in 2024, no bequests were received – a reminder of the inherent uncertainty of what had been a consistent but unpredictable revenue stream. POSK remains committed to ensuring that all income sources generate sufficient surplus to enable further development of its social, educational and cultural programmes and is actively working towards that objective.

The existing strategy focusing on cultural, educational and community activities has revealed the need for strategic revision, particularly in the preparation and execution of such programmes. A key priority for the future is to rebuild the declining audience base, improve the quality of events, and enhance the organisation's outreach, especially through a more effective promotional and marketing approach. POSK also aims to increase its capacity to support other groups and organisations with limited resources to stage events at the Centre – which remains a vital part of its mission.

**POSK intends to further strengthen and professionalise its staffing structure**, both voluntary and employed. Given the complexity of the organisation, it is not feasible to rely solely on volunteers for the delivery of core functions.

### **Plans for future periods**

The Trustees continue to pursue a strategy aimed at establishing POSK on a firm financial footing to ensure that future generations can benefit from its resources. The sale of the inherited Frascati property in Warsaw has provided capital that will be directed towards further investments. Among the most rational plans is the expansion of the rentable residential portfolio. With the support of targeted grants, essential modernisation works will also be undertaken to ensure the building not only functions effectively but also avoids rising costs associated with ageing infrastructure.

Upon assuming office in November 2024, the current Chairman's priority has been to fulfil previously undertaken commitments, notably continuing the investment project which includes the renovation of the theatre and expansion of the library – both of which are deemed necessary. Plans to develop museum spaces have been entirely abandoned, as they were not only financially unviable but consistently met with internal opposition and did not reflect the actual needs of the Polish community.

POSK has returned to the idea of reviving its cinema, recognising strong public interest in the project and its prior success. A broader review of POSK's programme offering has also been undertaken to assess how effectively it meets the needs of the Polish community and other potential audiences. This includes exploring ways to attract new visitors while offering content that generates interest in other areas of the Centre's activities.

# POLISH SOCIAL AND CULTURAL ASSOCIATION

## TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

*FOR THE YEAR ENDED 31 DECEMBER 2024*

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### Structure, governance and management

The key executive responsibilities at POSK are carried out by the Trustees. While day-to-day operations are managed by a small staff team, all strategic decisions are made by the Trustees, who are directly involved in the organisation's affairs and are fully accountable for its oversight and success.

POSK is governed by two principal bodies: the Council of Management and the Executive Committee, which serves as the Board of Trustees and also functions as the Board of Directors. The Council currently consists of 51 elected POSK members and one Permanent Member. In addition, seven members are appointed by affiliated member organisations. The Chair is elected at the Annual General Meeting. At the first Council meeting following the AGM, the Chair nominates the Executive Committee from among the elected Council Members and presents it to the Council for confirmation. In 2024, the AGM was held in person and also broadcast via Zoom, with voting conducted by those physically present, including proxies.

The Executive Committee formulates strategy and policy but also performs key management roles and its members are therefore selected for their professional expertise and experience they can bring to the role as well as their interest and enthusiasm. Members of the Executive Committee who of course simultaneously acted as the Trustees and Directors of POSK in 2024, are listed above in this Report.

According to the Articles of Association, one third of the elected Council Members retire each year at the AGM but are eligible for re-election. The role of Permanent Council Member was introduced for the first time in 2023. The Council meets quarterly, while the Executive Committee meets monthly to review and manage POSK's operations, with the support of consultants when necessary since 2023.

POSK maintains a close relationship with the POSK Foundation, a registered charity (no. 802083), which shares its charitable objectives. One of the Foundation's primary purposes is to support the social, cultural, and educational activities carried out or recommended by POSK.

The Trustees, who are also Directors for the purpose of Company Law, and who served during the year 2024 and up to the date of signature of the financial statements were:

Barbara Bakst	Resigned 7 April 2024
Damian Kazimierz Barczyk	Resigned 19 November 2024
Dr Marek Conrad Laskiewicz	Resigned 9 November 2024
Elwira Olbrich	Resigned 13 June 2024
Jan Dariusz Wurszt	Resigned 19 November 2024
Janusz Wajda	Resigned 1 May 2024 and Appointed 19 November 2024
Jaroslav Klys	Resigned 30 September 2024
Malgorzata Nyga	Resigned 18 June 2024 and Appointed 19 November 2024
Marcin Slawomir Kalinowski	Resigned 17 June 2024 and Appointed 9 November 2024
Marek Jakubowski	Resigned 7 April 2024
Mariusz Wozniak	Resigned 19 November 2024
Monika Kobylec	Appointed 19 November 2024
Richard Zoltaniecki	Appointed 1 October 2024 and Resigned 9 November 2024
Richard Wojciech Tobiasiewicz	Appointed 19 November 2024
Sylvia Kosiec	Resigned 9 November 2024
Tomasz Lech Kliszewski	Resigned 19 November 2024
Tomasz Szpringer	Appointed 19 November 2024
Wiktor Moszczynski	Appointed 19 November 2024
Włodzimierz Anthony Christopher Mier-Jedrzejowicz	Appointed 19 November 2024
Zaneta Brudzinska	Resigned 4 April 2024 and Appointed 19 November 2024
Iwona Agata Zaluska	Resigned 4 April 2024

### Auditor

In accordance with the company's articles, a resolution proposing that Richard Place Dobson be reappointed as auditor of the company will be put at a General Meeting.

# POLISH SOCIAL AND CULTURAL ASSOCIATION

## TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

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### Charity's Public Benefit

The Trustees have paid due regard to the Charity Commission's guidance and ensured that all activities throughout the year have been in the interest of public benefit. This is evidenced by the continuing work undertaken to keep the building open to the general public and to ensure that it continues to provide educational, social and cultural events. It also contains and maintains donated Polish artifacts of historic significance for public access.

### Trustees' Declaration

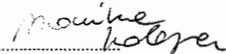
Each of the persons who are Members of the Executive Committee at the time when this report is approved has confirmed that:

- (a) So far as each Member is aware, there is no relevant audit information of which the charity's auditors are unaware; and
- (b) each Member, in their capacity as a Trustee, has taken all the steps that they ought to have taken as a Trustee, including making appropriate enquiries of their fellow Trustees and of the charity's auditors for that purpose, in order to make them aware of any information needed by the charity's auditors in connection with preparing their report and to establish that the charity's auditors are aware of that information.

### Auditor

A resolution to re-appoint Richard Place Dobson Services Limited as the Charity's auditor will be put to the forthcoming AGM.

The Trustees' Report was approved by the Board of Trustees on 21 May 2025.



M Kobylec  
Trustee

Date: 21.05.2025



# **POLISH SOCIAL AND CULTURAL ASSOCIATION**

## **STATEMENT OF TRUSTEES REPORT RESPONSIBILITIES**

***FOR THE YEAR ENDED 31 DECEMBER 2024***

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The trustees, who are also the directors of Polish Social and Cultural Association for the purpose of company law, are responsible for preparing the Trustees Report Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are 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 UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

# POLISH SOCIAL AND CULTURAL ASSOCIATION

## INDEPENDENT AUDITOR'S REPORT

### TO THE TRUSTEES OF POLISH SOCIAL AND CULTURAL ASSOCIATION

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#### Opinion

We have audited the financial statements of Polish Social and Cultural Association (the 'charity') for the year ended 31 December 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2024 and of its incoming resources and application of resources, 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.

#### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees report use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

#### Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

#### Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

# POLISH SOCIAL AND CULTURAL ASSOCIATION

## INDEPENDENT AUDITOR'S REPORT (CONTINUED)

### TO THE TRUSTEES OF POLISH SOCIAL AND CULTURAL ASSOCIATION

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#### **Responsibilities of trustees**

As explained more fully in the statement of Trustees report responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

#### **Auditor's responsibilities for the audit of the financial statements**

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. The objectives of our audit are to obtain sufficient appropriate audit evidence regarding compliance with laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements, to perform audit procedures to help identify instances of non-compliance with other laws and regulations that may have a material effect on the financial statements, and to respond appropriately to identified or suspected non-compliance with laws and regulations identified during the audit.

In relation to fraud, the objectives of our audit are to identify and assess the risk of material misstatement of the financial statements due to fraud, to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatements due to fraud through designing and implementing appropriate responses and to respond appropriately to fraud or suspected fraud identified during the audit.

However it is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

In identifying and assessing the risks of material misstatement in respect of irregularities, including fraud, the audit engagement team made enquiries of management, and those charged with governance, regarding the procedures relating to identifying, evaluating and complying with;

1. laws and regulations and whether they were aware of any instances of non-compliance;
2. detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud;
3. the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;

As a result of these procedures we consider the most significant laws and regulations that have a direct impact on the financial statements are FRS 102, General Data Protection Regulations, Charities Act 2011, Charities Statement of Recommended Practice and employment law and regulations. We performed audit procedures to detect non-compliance, which may have a material impact on the financial statements. These included reviewing financial statement disclosures and evaluating advice received from external advisors. There were no significant laws and regulations we deemed as having an indirect impact on the financial statements.

1. Revenue recognition - this was tested substantively for rental and lease income, we performed proof in total testing over grant income
2. Management override of controls - we reviewed large journals to discover any evidence of management override

# **POLISH SOCIAL AND CULTURAL ASSOCIATION**

## **INDEPENDENT AUDITOR'S REPORT (CONTINUED)**

### **TO THE TRUSTEES OF POLISH SOCIAL AND CULTURAL ASSOCIATION**

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#### **Use of our report**

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters 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 anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



**Darren Harding (Senior Statutory Auditor)**  
**Richard Place Dobson Services Limited**

**27/05/2025**

**Chartered Accountants**  
**Statutory Auditor**

Ground Floor  
1 - 7 Station Road  
Crawley  
West Sussex  
RH10 1HT

Richard Place Dobson is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

# POLISH SOCIAL AND CULTURAL ASSOCIATION

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2024

Current financial year		Unrestricted funds general	Unrestricted funds Designated funds	Restricted funds	Total	Total
	Notes	2024 £	2024 £	2024 £	2024 £	2023 £
<b>Income from:</b>						
Donations and legacies	3	313,668	-	215,176	528,844	311,135
Charitable activities	4	696,285	-	-	696,285	719,836
Investments	5	327,789	-	-	327,789	235,388
<b>Total income</b>		<u>1,337,742</u>	<u>-</u>	<u>215,176</u>	<u>1,552,918</u>	<u>1,266,359</u>
<b>Expenditure on:</b>						
Charitable activities	6	1,438,934	-	215,176	1,654,110	1,922,293
<b>Total expenditure</b>		<u>1,438,934</u>	<u>-</u>	<u>215,176</u>	<u>1,654,110</u>	<u>1,922,293</u>
<b>Net expenditure</b>		<u>(101,192)</u>	<u>-</u>	<u>-</u>	<u>(101,192)</u>	<u>(655,934)</u>
<b>Other recognised gains and losses:</b>						
Other gains/(losses)	12	<u>(16,449)</u>	<u>-</u>	<u>-</u>	<u>(16,449)</u>	<u>1,983</u>
<b>Net movement in funds</b>	8	<u>(117,641)</u>	<u>-</u>	<u>-</u>	<u>(117,641)</u>	<u>(653,951)</u>
<b>Reconciliation of funds:</b>						
Fund balances at 1 January 2024		<u>2,316,434</u>	<u>7,680,560</u>	<u>-</u>	<u>9,996,994</u>	<u>10,650,945</u>
<b>Fund balances at 31 December 2024</b>		<u><u>2,198,793</u></u>	<u><u>7,680,560</u></u>	<u><u>-</u></u>	<u><u>9,879,353</u></u>	<u><u>9,996,994</u></u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

# POLISH SOCIAL AND CULTURAL ASSOCIATION

## STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2024

Prior financial year		Unrestricted funds general	Unrestricted funds Designated funds	Restricted funds	Total
	Notes	2023 £	2023 £	2023 £	2023 £
<b>Income from:</b>					
Donations and legacies	3	111,026	-	200,109	311,135
Charitable activities	4	719,836	-	-	719,836
Investments	5	235,388	-	-	235,388
<b>Total income</b>		1,066,250	-	200,109	1,266,359
<b>Expenditure on:</b>					
Charitable activities	6	1,703,823	-	218,470	1,922,293
<b>Total expenditure</b>		1,703,823	-	218,470	1,922,293
<b>Net income</b>		(637,573)	-	(18,361)	(655,934)
Transfers between funds		(560)	560	-	-
<b>Other recognised gains and losses:</b>					
Other gains	12	1,983	-	-	1,983
<b>Net movement in funds</b>	8	(636,150)	560	(18,361)	(653,951)
<b>Reconciliation of funds:</b>					
Fund balances at 1 January 2023		2,952,584	7,680,000	18,361	10,650,945
<b>Fund balances at 31 December 2023</b>		2,316,434	7,680,560	-	9,996,994

POLISH SOCIAL AND CULTURAL ASSOCIATION

BALANCE SHEET

AS AT 31 DECEMBER 2024

		2024	2023
	Notes	£	£
Fixed assets			
Tangible assets	13	2,617,133	2,369,965
Investment property	15	5,550,000	5,550,000
Investments	16	61,167	49,477
		8,228,300	7,969,442
Current assets			
Debtors	17	227,886	217,980
Cash at bank and in hand		1,590,802	1,945,529
		1,818,688	2,163,509
Creditors: amounts falling due within one year	18	(167,635)	(135,957)
Net current assets		1,651,053	2,027,552
Total assets less current liabilities		9,879,353	9,996,994
The funds of the charity			
Unrestricted funds - general		2,198,793	2,316,434
Unrestricted funds - Designated funds	21	7,680,560	7,680,560
		9,879,353	9,996,994

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 December 2024.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the trustees on 21.05.2025

M Kobylec  
Trustee

Company registration number 00816310 (England and Wales)

# POLISH SOCIAL AND CULTURAL ASSOCIATION

## STATEMENT OF CASH FLOWS

*FOR THE YEAR ENDED 31 DECEMBER 2024*

	Notes	2024 £	£	2023 £	£
<b>Cash flows from operating activities</b>					
Cash absorbed by operations	24		(384,284)		(850,746)
<b>Investing activities</b>					
Purchase of tangible fixed assets		(280,636)		(11,037)	
Proceeds from disposal of tangible fixed assets		(5,906)		-	
Proceeds from disposal of investments		(11,690)		-	
Investment income received		327,789		235,388	
<b>Net cash generated from investing activities</b>			29,557		224,351
<b>Net cash used in financing activities</b>			-		-
<b>Net decrease in cash and cash equivalents</b>			(354,727)		(626,395)
Cash and cash equivalents at beginning of year			1,945,529		2,571,924
<b>Cash and cash equivalents at end of year</b>			1,590,802		1,945,529



# POLISH SOCIAL AND CULTURAL ASSOCIATION

## NOTES TO THE FINANCIAL STATEMENTS

*FOR THE YEAR ENDED 31 DECEMBER 2024*

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### **1 Accounting policies**

#### **Charity information**

Polish Social and Cultural Association is a private company limited by guarantee incorporated in England and Wales. The registered office is 238-246 King Street, Hammersmith, London, W6 0RF.

#### **1.1 Accounting convention**

The financial statements have been prepared in accordance with the charity's memorandum and articles of association, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

#### **1.2 Going concern**

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

#### **1.3 Charitable funds**

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives and which have not been designated for other purposes.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

#### **1.4 Income**

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

#### **1.5 Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

# POLISH SOCIAL AND CULTURAL ASSOCIATION

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

### 1 Accounting policies

(Continued)

#### 1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	1% per annum on cost
Plant and equipment	10 - 25% reducing balance
Fixtures and fittings	10 - 25% reducing balance
	10% straight line for Improvements

Freehold land and buildings are not being depreciated as residual values are rising and exceed cost.

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

#### 1.7 Investment property

Investment property, which is property held to earn rentals and/or for capital appreciation, is initially recognised at cost, which includes the purchase cost and any directly attributable expenditure. Subsequently it is measured at fair value at the reporting end date. The valuation is tested for impairment by comparing to external valuator reports. The surplus or deficit on revaluation is recognised in profit or loss.

#### 1.8 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

#### 1.9 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

#### 1.10 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

#### 1.11 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

# POLISH SOCIAL AND CULTURAL ASSOCIATION

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

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### 1 Accounting policies

(Continued)

#### *Basic financial assets*

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

#### *Basic financial liabilities*

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

#### *Derecognition of financial liabilities*

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

### 1.12 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

### 1.13 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

### 2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

POSK's UK Investment properties are valued by the Trustees, the basis of valuation is stated in Note 16 of the account.

# POLISH SOCIAL AND CULTURAL ASSOCIATION

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

### 3 Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Donations and gifts	313,668	-	313,668	111,026	-	111,026
Grants	-	215,176	215,176	-	200,109	200,109
	<u>313,668</u>	<u>215,176</u>	<u>528,844</u>	<u>111,026</u>	<u>200,109</u>	<u>311,135</u>
<b>Grants</b>						
MKiDN library grant	-	215,176	215,176	-	200,109	200,109
	<u>-</u>	<u>215,176</u>	<u>215,176</u>	<u>-</u>	<u>200,109</u>	<u>200,109</u>

### 4 Income from charitable activities

	Charitable rental income 2024 £	Facilities, Arts Centre, Theatre and Jazz Café 2024 £	Total 2024 £	Charitable rental income 2023 £	Facilities, Arts Centre, Theatre and Jazz Café 2023 £	Total 2023 £
Sale of goods	485,628	210,657	696,285	556,686	163,150	719,836
	<u>485,628</u>	<u>210,657</u>	<u>696,285</u>	<u>556,686</u>	<u>163,150</u>	<u>719,836</u>
<b>Analysis by fund</b>						
Unrestricted funds - general	485,628	210,657	696,285	556,686	163,150	719,836
	<u>485,628</u>	<u>210,657</u>	<u>696,285</u>	<u>556,686</u>	<u>163,150</u>	<u>719,836</u>

### 5 Income from investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Rental income	234,225	193,142
Other income	93,564	42,246
	<u>327,789</u>	<u>235,388</u>

# POLISH SOCIAL AND CULTURAL ASSOCIATION

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

### 6 Expenditure on charitable activities

	Charitable expenditure 2024 £	Charitable expenditure 2023 £
<b>Direct costs</b>		
Staff costs	476,754	453,749
Depreciation and impairment	39,374	27,343
Donation to POSK Foundation	-	500,000
Grants payable	17,808	24,168
Legal and professional	41,429	35,024
Printing, postage, and stationary	36,852	18,608
Cost of Jazz Café events	43,860	36,865
Other expenses	172,794	121,817
Rates	71,594	40,890
Speakers and performers' fees and expenses	111,665	79,611
Repairs, renewals and property maintenance	66,342	59,706
Insurance	54,628	56,424
Advertising	55,655	68,333
Cleaning	94,747	88,910
Maintenance	147,996	96,042
Heat & light	120,660	113,826
	<u>1,552,158</u>	<u>1,821,316</u>
<b>Share of support and governance costs (see note 7)</b>		
Support	92,702	92,227
Governance	9,250	8,750
	<u>1,654,110</u>	<u>1,922,293</u>
<b>Analysis by fund</b>		
Unrestricted funds - general	1,438,934	1,703,823
Restricted funds	215,176	218,470
	<u>1,654,110</u>	<u>1,922,293</u>
<b>7 Support costs allocated to activities</b>		
	2024 £	2023 £
Staff costs	77,611	74,328
Accountancy	15,091	17,899
Governance costs	9,250	8,750
	<u>101,952</u>	<u>100,977</u>
<b>Analysed between:</b>		
Charitable expenditure	<u>101,952</u>	<u>100,977</u>

# POLISH SOCIAL AND CULTURAL ASSOCIATION

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

<b>8</b>	<b>Net movement in funds</b>	<b>2024</b>	<b>2023</b>
		<b>£</b>	<b>£</b>
	The net movement in funds is stated after charging/(crediting):		
	Fees payable for the audit of the charity's financial statements	9,250	8,750
	Depreciation of owned tangible fixed assets	39,374	27,343
		<u>          </u>	<u>          </u>

## 9 Trustees

None of the trustees or connected persons received any remuneration or benefits from the charity during the year.

## 10 Employees

The average monthly number of employees during the year was:

	<b>2024</b>	<b>2023</b>
	<b>Number</b>	<b>Number</b>
House	10	10
Library	6	6
Part Time	4	5
	<u>          </u>	<u>          </u>
Total	20	21
	<u>          </u>	<u>          </u>

<b>Employment costs</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Wages and salaries	501,738	479,221
Social security costs	42,713	39,485
Other pension costs	9,914	9,371
	<u>          </u>	<u>          </u>
	554,365	528,077
	<u>          </u>	<u>          </u>

POSK employs part time employees in various positions, most notably Front of House. Their hours are minimal and combined in total equivalent to under one full time annual employee. All other staff noted above are full time employees.

There were no employees whose annual remuneration was more than £60,000.

## 11 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

## 12 Other gains or losses

	<b>Unrestricted funds</b>	<b>Unrestricted funds</b>
	<b>general</b>	<b>general</b>
	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Foreign exchange gains/(losses)	(16,449)	1,983
	<u>          </u>	<u>          </u>

# POLISH SOCIAL AND CULTURAL ASSOCIATION

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

### 12 Other gains or losses

(Continued)

### 13 Tangible fixed assets

	Freehold land and buildings	Plant and equipment	Fixtures and fittings	Total
	£	£	£	£
<b>Cost</b>				
At 1 January 2024	3,240,430	100,734	897,247	4,238,411
Additions	145,847	134,789	-	280,636
At 31 December 2024	3,386,277	235,523	897,247	4,519,047
<b>Depreciation and impairment</b>				
At 1 January 2024	1,109,870	86,329	672,247	1,868,446
Depreciation charged in the year	-	16,874	22,500	39,374
Eliminated in respect of disposals	(5,906)	-	-	(5,906)
At 31 December 2024	1,103,964	103,203	694,747	1,901,914
<b>Carrying amount</b>				
At 31 December 2024	2,282,313	132,320	202,500	2,617,133
At 31 December 2023	2,130,560	14,405	225,000	2,369,965

### 14 Heritage assets

The Charity has been bequeathed, over a number of years, artefacts of cultural and historical significance. These include furniture, paintings, books and sculptures. Due to the unique and specific nature of the artefacts and the context in which they were bequeathed there is no readily ascertainable market value and it has not been sought to attribute one within the financial statements. These assets are therefore included at £nil and it is not practical to provide a five-year summary for the reporting periods prior to 1 January 2024.

There were no sales or purchases of heritage assets during the year.

The ownership of the contents of the Central Circulating Library and Polish Library was vested in the Charity by the British Government with effect from 1 April 1967 and 1 August 1967 respectively. The value of these has not been ascertained and has not been brought into the accounts at 31 December 2024.

### 15 Investment property

2024

£

#### Fair value

At 1 January 2024 and 31 December 2024

5,550,000



# POLISH SOCIAL AND CULTURAL ASSOCIATION

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

### 15 Investment property

(Continued)

POSK's UK Investment properties are valued by the Trustees by comparing the rental yield obtained on these properties to local market yields on similar properties and extrapolating this yield to obtain an estimate of fair value. Furthermore this estimate of fair value is compared to information received from local estate agents in order to ensure that the fair value as calculated is reasonable and adjusting it if necessary. Where external valuations are unable to be obtained, the trustees will conduct an internal review of and ascertain the valuation of investment properties as at the year-end.

The Charity's Investment Property investment portfolio is the key to its long-term financial viability. The Trustees have adopted a policy of investing the Charity's funds into investments that will create additional recurring annual income to support the activities of the Charity. Such investments consist of investment properties and UK equities.

In 2024 the Trustees have confirmed that there is no change to the value of investment property.

### 16 Fixed asset investments

Listed  
investments  
£

#### Cost or valuation

At 1 January 2024 & 31 December 2024

49,477

#### Carrying amount

At 31 December 2024

49,477

At 31 December 2023

49,477

### 17 Debtors

Amounts falling due within one year:

2024  
£

2023  
£

Trade debtors

117,888

111,278

Other debtors

70,156

49,184

Prepayments and accrued income

39,842

57,518

227,886

217,980

### 18 Creditors: amounts falling due within one year

2024  
£

2023  
£

Other taxation and social security

10,114

30,325

Trade creditors

47,614

31,114

Other creditors

72,193

33,972

Accruals and deferred income

37,714

40,546

167,635

135,957



POLISH SOCIAL AND CULTURAL ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

19 Retirement benefit schemes

	2024	2023
Defined contribution schemes	£	£
Charge to profit or loss in respect of defined contribution schemes	9,914	9,371

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

20 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 January 2024 £	Incoming resources £	Resources expended £	At 31 December 2024 £
Library Grants/donations	-	215,176	(215,176)	-
Previous year:	At 1 January 2023 £	Incoming resources £	Resources expended £	At 31 December 2023 £
Library Grants/donations	-	200,109	(200,109)	-
Restricted library legacy	18,361	-	(18,361)	-
	18,361	200,109	(218,470)	-

The MKiDN Library Fund represents funding from the Polish Ministry of Culture (Ministerstwo Kultury i Dziedzictwa Narodowego)

# POLISH SOCIAL AND CULTURAL ASSOCIATION

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

### 21 Unrestricted funds - Designated funds

These are unrestricted funds which are material to the charity's activities.

	At 1 January 2024 £	Transfers £	At 31 December 2024 £
Land & Buildings Fund	2,130,560	-	2,130,560
Investment Property Fund	5,550,000	-	5,550,000
	<u>7,680,560</u>	<u>-</u>	<u>7,680,560</u>
 Previous year:	 At 1 January 2023 £	 Transfers £	 At 31 December 2023 £
	 7,680,000	 560	 7,680,560
	<u>7,680,000</u>	<u>560</u>	<u>7,680,560</u>

The Land and Buildings Fund represent the funds tied up in freehold land and buildings.

The Investment Property Fund represents investment properties which generate an income from which the charity uses to pursue its objects.

### 22 Analysis of net assets between funds

	Unrestricted funds general 2024 £	Unrestricted funds Designated funds 2024 £	Total 2024 £
At 31 December 2024:			
Tangible assets	486,573	2,130,560	2,617,133
Investment properties	-	5,550,000	5,550,000
Investments	61,167	-	61,167
Current assets/(liabilities)	1,651,053	-	1,651,053
	<u>2,198,793</u>	<u>7,680,560</u>	<u>9,879,353</u>

# POLISH SOCIAL AND CULTURAL ASSOCIATION

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

### 22 Analysis of net assets between funds

(Continued)

	Unrestricted funds general	Unrestricted funds Designated funds	Total
	2023	2023	2023
	£	£	£
<b>At 31 December 2023:</b>			
Tangible assets	239,405	2,130,560	2,369,965
Investment properties	-	5,550,000	5,550,000
Investments	49,477	-	49,477
Current assets/(liabilities)	2,027,552	-	2,027,552
	<u>2,316,434</u>	<u>7,680,560</u>	<u>9,996,994</u>

### 23 Related party transactions

The POSK Foundation was formed in 1989 to support the charitable objectives of Polish Social and Cultural Association Limited ("POSK") and is a related party to the charity.

In 2024 Dr M Laskiewicz who was a trustee in the year, was also a trustee of The Polish Trustee Association Ltd and director of Puno Ltd. During the year to December 2024 a total of £365 (2023: £672) was paid by The Polish Trustee Association Ltd to POSK, a total of £234 was paid to POSK by Puno Ltd. Dr Marek Laskiewicz's associated company, Wspolnota Polska w WB, also has a lease agreement to rent out a room within one of POSK's buildings. During the year to December 2024 a total of £2,055 (2023: £2,004) was paid to POSK. Dr Marek Laskiewicz was also reimbursed £1,642 in the period for expenses incurred on behalf of POSK..

One of the acting trustees in the year, Damian Kazimierz Barczyk, was reimbursed £25,818 in the period for expenses incurred on behalf of POSK.

One of the acting trustees in the year, Sylwia Kosiec, was reimbursed £1,066 in the period for expenses incurred on behalf of POSK.

Zaneta Brudzinska who is a current trustee was reimbursed £380 in the period for expenses incurred on behalf of POSK.

Janusz Wajda who is a current trustee was reimbursed £475 in the period for expenses incurred on behalf of POSK.

Ryszard Zoltaniecki, one of the acting trustees in the year, paid £450 in the period for Gallery hire.

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

24	Cash absorbed by operations	2024 £	2023 £
	Deficit for the year	(101,192)	(655,934)
	<b>Adjustments for:</b>		
	Investment income recognised in statement of financial activities	(327,789)	(235,388)
	Foreign exchange differences	(16,449)	1,983
	Depreciation and impairment of tangible fixed assets	39,374	27,343
	<b>Movements in working capital:</b>		
	(Increase) in debtors	(9,906)	(1,653)
	Increase in creditors	31,678	12,903
	<b>Cash absorbed by operations</b>	<u>(384,284)</u>	<u>(850,746)</u>

25    **Analysis of changes in net funds**

The charity had no material debt during the year.

26    **Non-audit services provided by auditor**

In common with many businesses of our size and nature we use our auditor to assist with the preparation of the financial statements.

## RAPORT KOMISJI REWIZYJNEJ POSKu

Za okres 2024/25 na WALNE ZEBRANIE POSKu w dniu 5 lipca 2025

Data: 21 maj 2025

Członkowie Komisji wybrani na Walnym Zebraniu (WZ) 9 listopada 2024:

Irena Perkins - Przewodnicząca KR

Maryla Jakubowska

Iwona Behar - Sekretarz

Krystyna Kiuber

Izabela Sowula

Szczegóły odnośnie sytuacji finansowej za ubiegły rok 2024 można będzie znaleźć w „Raporcie Skarbnika na koniec finansowego roku 2024” w Białej Książce 60 Annual General Meeting 5 lipiec 2025, a informacje o działalności różnych sekcji POSKu i organizacji działających w POSKu można będzie znaleźć w Wiadomościach POSKu 2025.

### 1) UWAGI OGÓLNE:

1.1. Członkowie KR pracują dla POSKu jako wolontariusze i nie dostają od POSKu zwrotu żadnych poniesionych kosztów.

1.2. Raport KR obejmuje okres od daty WZ 9 listopada 2024 do 21 maja 2025, czyli terminu przesłania Raportu do Zarządu POSKu.

1.3. KR pracowała zgodnie z wymaganiami Statutu POSKu uchwalonego 19 maja 2019 oraz zgodnie z Bye-Laws POSKu przyjętymi 19 maja 2019.

### 2) POSTĘP W REALIZOWANIU PLANÓW I PROJEKTÓW Z RAPORTU 2023/24

**2.1. Dochód ze sprzedaży Frascati** - Według słów Prezesa i Skarbnika pieniądze ze sprzedaży Frascati zostały zainwestowane w korzystny dla POSKu sposób w GB i w Polsce na oprocentowanych kontach bankowych. Zarząd dyskutuje nad możliwością zainwestowania części tych pieniędzy w budowę dodatkowych mieszkań z tyłu budynku POSKu. Dyrektor Janusz Wajda jest odpowiedzialny za przygotowanie tego projektu do realizacji i prace są w toku.

#### 2.2. Remont Sali Malinowej

Remont Sali Malinowej rozpoczęty w 2024 roku został zakończony dopiero w tym roku, gdyż potrzebne były różne poprawki. Potrzebne są też dodatkowe fundusze na np. wyciszenie sali. Wszystkie pieniądze z przyznanej dotacji zostały wykorzystane.

#### 2.3. Działalność Wirtualnego Muzeum i umowa z Julia Griffin.

Julia Griffin, która była odpowiedzialna za prowadzenie „muzeum wirtualnego POSKu”, będącego faktycznie częścią projektu „(Krystyna Skarbek) Anglo-Polish. Były próby negocjacji ze strony starego i nowego Zarządu z Panią Griffin, która początkowo chciała skierować tę sprawę do Trybunału Pracy, żądając dużego odszkodowania i praw autorskich do tego muzeum. Ostatecznie doszło do pewnego porozumienia, ale sprawa na wniosek JG nadal ma się zająć Trybunał Pracy we wrześniu 2025.

KR miała krytyczny stosunek do tego projektu, który wydawał się być zbyt kosztowny w stosunku do korzyści płynących z jego istnienia czy to dla POSKu czy też dla członków i sympatyków POSKu. Nowy Zarząd zdecydował, że projekt ten nie będzie w obecnej formie kontynuowany.

## **2.4 Kontrakt i rozliczenia z Teatrem Syrena.**

Teatr Syrena (TS) to jest niezależna inicjatywa Krystyny Bell i Joanny Młodzieńskiej, zaś przedstawienia TS odbywają się w POSKu, a Sala Prób i sam Teatr są udostępniane bez żadnych opłat. Nie jest to organizacja należąca do POSKu, nie jest też wg słów byłego Prezesa zarejestrowana w Charity Commission (CC) w GB.

W dalszym ciągu POSK wypłaca corocznie 50% dopłaty do kosztów autokarów dowożących dzieci, nauczycieli i rodziców z prowincji na przedstawienia TS. Rocznie jest to suma ok £16-20K, ale członkowie Zarządu i Rady uważają, że jest to słuszna dotacja, gdyż TS służy szerszej społeczności polskiej. Powinna być podpisana nowa umowa z TS, ale nie została ona do tej pory sfinalizowana. TS planuje już kolejne przedstawienia w POSKu.

## **2.5 Rezolucje KR na Walne Zebranie (WZ) POSKu w listopadzie 2023.**

W Rezolucjach tych chodziło m.in. o ustalenie 3-letniego okresu kadencji dla KR z coroczną rotacją 1/3 członków, tak jak to ma miejsce z Radą POSKu. A także o postulat zgody na obecność członka KR w roli obserwatora, bez prawa głosu, na zebraniach Rady POSKu i jej komisjach oraz na zebraniach Zarządu, o ile KR uzna to za słuszne i potrzebne. Rezolucje te, mimo że były wydrukowane w Białej Księżce, nie zostały poddane pod głosowanie, gdyż nie uzyskały poparcia ani Zarządu ani Rady, a wręcz zostały przez niektórych członków Rady skrytykowane jako niezgodne z prawem, co dla KR jest zupełną zagadką.

## **3) ROZLICZENIA FINANSOWE POSKu.**

### **3.1. AUDYTORZY.**

W dniu pisania tego Raportu nie jest znany KR wynik pracy zewnętrznych audytorów POSKu.

### **3.2. PRZYCHODY.**

**3.2.1. Głównym źródłem dochodów POSKu jest wynajem 11 mieszkań** należących do POSKu (ok £200K rocznie, planowane £235K w tym roku), wynajem licznych pomieszczeń i sal znajdujących się w budynku POSKu np. Sali Malinowej (ok £25K), Sali Teatralnej (ok £45K), Sali Szafirowej (ok £7K), Sali Multimedialnej (ok £14K), Galerii (ok £13K), Studio (ok £20K), Jazz Café (ok £20K) oraz licznych biur (ok £230K) używanych m.in. przez różne polskie organizacje mieszczące się w POSKu, jak również przez zewnętrznych najemców np. Ambasadę Polska i innych.

**3.2.2.** Poważnym źródłem dochodów (ok £60K rocznie) plus zwrot wszystkich opłat tzw. service charges była przez wiele lat Restauracja Łowiczanka i Café Maja. W chwili obecnej trwają negocjacje z managerem Łowiczanki w sprawie uregulowania płatności za prąd i gaz za rok 2024 oraz zmiany warunków kontraktu z POSKiem, ponieważ wartość czynszu jest poważnie niedoszacowana. Natomiast POSKlub nieodmiennie przynosił straty i to niestety nie uległo poprawie (obecny dług ok £30K).

**3.2.3.** Ważnym źródłem dochodów są procenty z oszczędności POSKu, zgromadzonych na różnych oszczędnościowych kontach bankowych i w różnych funduszach inwestycyjnych oraz inwestycje w Fundacji POSKu.

POSK dysponuje funduszami na 4 kontach bankowych plus w kilku portfolio inwestycyjnych w GB na sumę 2 mln 250K (2024) plus środki zgromadzone w POSK Foundation.

£1,278K znajduje się na koncie depozytowym CCLA – w ub. roku to było £1,500K i są to pieniądze uzyskane ze sprzedaży Frascati, z których część jest też na koncie banku Epworth- £180K w ub. roku, £105K w tym roku, Virgin- £70K w ub. roku i 2 portfolio inwestycyjne – KR nie ma danych za obecny rok -z udziałami £200K w 2024.

Oprócz tego są środki zainwestowane w Polsce w BNP Paribas Bank -£200K w ub. roku i £130K w tym roku w polskich złotych.

**3.2.4.** Kolejnym, w ostatnich latach bardzo znaczącym, źródłem finansowania są dotacje uzyskane od polskiego rządu za pośrednictwem WSPÓLNOTY POLSKIEJ oraz Fundacji Pomocy Polakom na Wschodzie.

W tym roku POSK złożył 19 podań o przyznanie dotacji na różne cele, ale w momencie pisania tego Raportu KR nie miała jeszcze informacji n/t jakie dotacje zostały przyznane w tym roku.

W ub. roku uzyskano dotację na 3 lata, w tym £80K na remont Sali Malinowej i £80K na remont Teatru, a także na prace remontowe dotyczących budynku oraz ok £200K na działalność dla Biblioteki Polskiej (BP) dzięki staraniom Dyrektora BP.

Bez tych ostatnich dotacji Biblioteka będzie znowu zagrożona poważnymi problemami finansowymi.

### **3.3. ROZCHODY.**

#### **3.3.1. Pensje dla pracowników POSKU**

KR nie dysponuje danymi poza tymi podanymi w budżecie na rok 2025 – ok £540K. Zwiększono w ub. roku liczbę osób zatrudnionych na portierni z 3 do 4, co przyczynia się do wzrostu kosztów w porównaniu z ub. latami, oprócz zwykłego wzrostu wszystkich zarobków spowodowanego inflacją.

**3.3.2. Remonty i naprawy** (maintenance) związane z utrzymaniem budynku w dobrym i bezpiecznym stanie- ok £160K.

**3.3.3. Opłaty za gaz, prąd, wodę, telefon, odbiór śmieci, ubezpieczenia, Internet, certyfikaty** na instalacje gazowe i elektryczne oraz podatki np. Business Rates i Council Tax.

Wszystkie te opłaty rosną z roku na rok i nie ma tu zbyt dużych możliwości oszczędzania.

Natomiast możliwe byłoby prawdopodobnie uzyskanie bardziej korzystnego kontraktu na sprzątnięcie budynku, jednak ostatnio rachunki za sprzątnięcie wzrosły z £80K do £100K na 2025.

#### **3.4. UBEZPIECZENIE BUDYNKU I JEGO ZAWARTOŚCI.**

KR rozumie, że POSK jest ubezpieczony zgodnie z Insurance Act 2015 - roczny koszt nieco niższy w tym roku ok £58K.

### **3.5. WYDATKI KAPITAŁOWE - CAPITAL EXPENDITURE**

Obecny Zarząd prowadzi bardzo ostrożną politykę inwestycyjną i skoncentrował się na wydawaniu już pozyskanych dotacji z ub. roku, aby kontynuować remont Teatru.

Planowane są również odkładane od lat renowacje dwóch toalet na parterze, ale pod warunkiem otrzymania dotacji na ten cel.

W planach są też m.in. projekt wykonania wejścia oraz przebudowa wjazdu do garażu. Zmieniono też wystrój (oznakowanie) na froncie budynku i planowane jest umieszczenie logo POSKu na fasadzie od tyłu widocznej ze stacji metra.

### **4) NAJWAŻNIEJSZE PROJEKTY PREZESA I JEGO ZARZĄDU**

Część z tych projektów już została zrealizowana, a niektóre są dopiero w sferze rozważania lub planowania.

**4.1. Remont Teatru** rozpoczęty w ub. roku bez żadnej specyfikacji czy przetargu jest kontynuowany. Oszacowano jednak dokładnie harmonogram prac, które skupia się głównie na remoncie sceny.

**4.2. Dokończenie remontu toalet** (czasowo odłożone podobnie jak modernizacja kanalizacji, elektryki i wentylacji).

### 4.3. Wystrój Hallu

**4.4. Rozbudowa Biblioteki Polskiej** – jest już wstępny kontrakt z odpowiednią firmą budowlaną, ale projekt ten czeka na dotację z Polski i ostateczną akceptację Rady.

**Zarządowi udało się wynegocjować obniżkę ceny wykonania dobudowy do £122K, natomiast Pani Platt pozyskała nowe środki na £90K, co może przyspieszyć realizację tego projektu. Bez dotacji z Polski projekt ten prawdopodobnie nie zostanie zrealizowany.**

**4.5. Uruchomienie KINA POSKu -jest to powrót do wcześniej działającego kina w POSKu**

Przewidziany koszt uruchomienia to £10K, co wydaje się bardzo wysoka suma, ale być może będzie jednak niższy.

### 5) DZIAŁALNOŚĆ KULTURALNO-SPOŁECZNA POSKU:

Dużo imprez i wydarzeń w POSKu odbywa się na zasadzie non-profit making.

Jednak POSK musi pokryć bieżące koszty prowadzenia tych imprez, przedsięwzięć i projektów. POSK jest również wynajemcą pomieszczeń na imprezy dla wielu polskich organizacji i polskich instytucji, często wynajmował im swoje pomieszczenia po zaniżonych cenach/stawkach lub za darmo, ale od nowego roku obowiązuje minimalna opłata £10 w związku z obowiązkami opłaty VAT.

#### 5.1. Teatr POSKu Dzieciom (TPD)- POSK Childrens' Theatre.

TPD został zainicjowany przez Monikę Kobylec (członka Rady, obecnie Skarbnika) i Żanetę Brudzińską (członka Zarządu) dwoma przedstawieniami w 2023 roku, a trzecie odbyło się w marcu 2024. Przedstawienie "Kopciuszek" w marcu 2025 cieszyło się wielkim powodzeniem i wszystkie bilety na 8 przedstawień zostały wyprzedane.

Teatr TPD podobnie jak Teatr Syrena korzysta na dofinansowaniu przez POSK autokarów dowożących dzieci i rodziców z prowincji.

#### 5.2. Biblioteka Polska

BP działa bardzo prężnie dzięki dotacjom pozyskiwanym od paru lat przez Panią Dyrektora Dobrosławę Platt, która organizuje różne konferencje, spotkania, seminaria etc.

BP nie jest obecnie obciążeniem finansowym dla POSKu, jak to miało miejsce przez dziesiątki lat jeszcze do niedawna.

Ostatnio wielkim sukcesem był zorganizowany przez BP spotkanie z Prof. Andrzejem Nowakiem w Sali Malinowej, które przyciągnęło ok 140 osób oraz spotkanie na temat Heleny Modrzejewskiej.

#### 5.3. Galeria POSKu.

Jest to miejsce organizowania licznych wystaw i towarzyszących im wernisaży i innych imprez. Obecnie kierowana jest od wielu lat przez Joannę Ciechanowską, która jest odpowiedzialna za dobór artystów wystawiających swe prace w Galerii. Koszt wynajęcia Galerii na cele prywatne wzrósł ostatnio dość znacznie, ale KR nie wie, czy pokrywa to koszty prowadzenia Galerii.

Galeria jest często udostępniana niepolskim artystom, gdyż tych polskich często nie stać na wysokie opłaty za wynajem zważywszy, że Galeria nie oferuje prawie żadnej reklamy urzędzonym w niej wystawom, co bardzo ogranicza sprzedaż prac poza kręgiem własnych znajomych.

#### 5.4. Jazz Café (JC).

Pod kierownictwem Tomasza Furmanka JC rozwija się bardzo dobrze, przyciągając swoimi koncertami i występami bardzo dużą publiczność międzynarodową.

JC cieszy się dużą renomą w świecie muzycznym Londynu, co jest też sukcesem dla POSKu. Pożądana byłaby jeszcze większa liczba polskich artystów wśród występujących tam muzyków. KR nie miała szansy poznać sytuacji finansowej JC, by ocenić koszt jej prowadzenia i rentowność, ale sam najem JC przynosi dla POSKu ok £20K rocznie i jest również przychód ze sprzedaży alkoholu i biletów.



### 5.5. Atrium.

Okazało się wielkim sukcesem jako miejsce licznych koncertów, spotkań i innych wydarzeń. Są jednak zastrzeżenia zgłaszane przez muzyków, a także słuchaczy koncertów co do nie najlepszej akustyki tej Sali, złej wentylacji oraz bardzo niewygodnych krzeseł. KR nie wie czy istnieje jakiś projekt zaradzenia tym problemom, jako że to psuje jakość i przyjemność odbierania pięknej muzyki w wykonaniu świetnych artystów, a teraz jeszcze na znakomitym fortepianie baby grand piano Shigeru Kawai zakupionym w ub. roku.

KR nie miała też wglądu w finanse związane z Atrium, więc nie może ocenić rentowności tej Sali.

### 5.6. Sekcja Społeczna (SS).

Obecnie SS prowadzi Małgorzata Nyga, która zastąpiła zasłużonego Marka Jakubowskiego w ub. roku i dzięki temu SS kontynuuje swoją działalność.

### 5.7. Kolekcja obrazów i innych pamiątek emigracji polskiej.

Konieczne jest wg KR sporządzenie pełnej inwentaryzacji posiadanych przez POSK zbiorów, ponieważ zdarzają się przypadki zaginięcia wartościowych obrazów.

Były Prezes zasugerował również, aby więcej dzieł było eksponowanych w widocznych miejscach zamiast pozostawać w ukryciu magazynów. KR pochwała te pomysły, ale została poinformowana, że obecny Zarząd nie ma co do tego żadnych planów.

## 6) DZIAŁALNOŚĆ KR W UPŁYWAJĄCEJ KADENCJI 2024/25

KR spotkała się 4 razy od 9 listopada 2024, w tym odbyła też 2 spotkania z Prezesem, Panią Skarbnik Moniką Kobylec i dyrektorem ds. Kultury Żanetą Brudzińską oraz dodatkowe spotkanie z Panią Skarbnik. Celem spotkań było zdobycie informacji n/t działalności Prezesa, Zarządu i Rady POSKu oraz zapoznanie się z sytuacją finansową POSKu, planami i programem Prezesa i Zarządu na obecną kadencję.

KR zapoznała się z udostępnionymi jej niezbyt licznymi Protokołami z zebrań Rady POSKu (tylko 2 protokoły z zebrań w tej kadencji, ostatni z 1 marca 2025) i Zarządu (5 protokołów, ostatni z data 20 lutego 2025), które najczęściej dostawała z dużym, czasem nawet kilkumiesięcznym opóźnieniem.

**Według Bye-laws POSKu punkt 24(1) do zadań statutowych KR należy przegląd dochodów i wydatków POSKu w upływającym roku finansowym oraz ocena zgodności i adekwatności wydatków z celami organizacji (POSKu), czyli kontrola czy środki publiczne zgromadzone na kontach POSKu są oszczędnie używane na cele najlepiej służące organizacji i członkom POSKu, a także szerzej całej społeczności polskiej związanej z POSK-iem.**

KR sprawdza również czy decyzje Zarządu pozwalają na dalszy dynamiczny rozwój i rozszerzanie zakresu i pola działania POSKu.

Ze względu na skróconą kadencję obecnego Zarządu KR ma możliwość oceny tylko niespełna półrocznej działalności Zarządu. Na tej podstawie nie sposób jest dokonać rzetelnego podsumowania, szczególnie ze Budżet i nieliczne informacje finansowe KR otrzymała dopiero w połowie marca.

## 7) ZARZADZANIE (GOVERNANCE):

### 7.1.Sposób zarządzania POSK-iem przez Prezesa oraz jego nowy Zarząd.

Większość decyzji wg słów Prezesa podejmowanych jest wspólnie po konsultacjach z odpowiednimi dyrektorami. Ponieważ POSK jest zarówno firmą z ograniczoną odpowiedzialnością (Company Ltd.) jak też instytucją charytatywną, obowiązują go przepisy regulujące działalność tychże instytucji. Między innymi są to wymogi całkowitej przejrzystości decyzyjnej i finansowej oraz wspólnego podejmowania wszystkich decyzji w samym Zarządzie, jak i w porozumieniu z Radą. Z udostępnionych KR informacji nie wynika, że Zarząd zawsze spełnia ten wymóg. Przykładem może być zorganizowanie wizyty Króla Karola III w POSKu 5 lutego 2025. Ta wizyta była

utrzymywana w tajemnicy przed większością Zarządu poza 3 osobami współodpowiedzialnymi za jej organizację i sprawny przebieg tzn. Prezesem, Skarbnikiem i Dyrektorem ds. Kultury, wg ich słów na życzenie Buckingham Palace.

Był to ogromny wysiłek organizacyjny, ale sama wizyta przebiegła w dobrej atmosferze mimo niesnasek i niezadowolenia w środowisku polskim odnośnie listy zaproszonych gości. Koszty tej wizyty w wysokości ok. £4K poniósł POSK.

#### **7.4 Konflikt z dzierżawcą Restauracji Łowiczanka i Café Maja panem Antonim Szymankiewiczem (AS)**

Restaurator ten operuje w POSKu od 34 lat i ma podpisany kontrakt z POSK-iem na prowadzenie Restauracji Łowiczanka i Café Maja, który gwarantuje mu m.in. prawo wyłączności do prowadzenia działalności restauracyjnej w POSKu (Klauzula nr 5).

W 2023 roku AS zdecydował się zgodnie ze swoim kontraktem (protected lease assignment) przekazać swoje prawo do najmu Łowiczanki i Café Maja pani Gazeli Magdalenie Gajkowski, doychczasowej menadżer obu punktów od 2020.

Jednak były Prezes zdecydował się na jednostronne zakończenie umowy od 1 stycznia 2025 z najemcą AS, gdyż ten upierał się przy zachowaniu obowiązującej teraz Klauzuli nr 5. Występuje tutaj oczywisty konflikt interesów, ale pożądane byłoby polubowne rozwiązanie tej sprawy. Obecny Zarząd wycofał się z decyzji byłego Prezesa zerwania kontraktu z AS. Obecnie prowadzona jest przez AS sprawa sądowa, która może pociągnąć za sobą nieznane koszty i jest to niepożądany rozwój wypadków w ocenie KR.

Klauzula nr 5 ogranicza działania gastronomiczne w innych miejscach w POSKu m.in. w POS-Klubie, prowadzonym przez Andrzeja Makulskiego (AM) od lat z bardzo dużym deficytem, który sięgnął w 2021 poziomu ok. £160K.

Dług ten został umorzony w 2022 przy podpisywaniu nowego kontraktu z AM na prowadzenie POSKlubu i potwierdzono to w lipcu 2024 na zebraniu Rady. Zgodnie z nową umową AM miał płacić czynsz w wysokości £15K rocznie i spłacać częściowo nowy stale rosnący od 2022 roku dług. Sytuacja z POSKlubem jest wysoko niezadawalająca, ale obecny Zarząd skoncentrował się na innych priorytetach i pozostawił sprawę POSKlubu na nieznana przyszłość, chociaż są próby restrukturyzacji długu w celu spłaty zadłużenia.

#### **8) REKOMENDACJE 2024/25:**

8.1. Wykorzystanie części środków uzyskanych ze sprzedaży Frascati na budowę dodatkowych mieszkań na zapleczu POSKu w celu zwiększenia dochodów z wynajmu i przezwyciężenia strat spowodowanych przez inflację i spadek oprocentowania w bankach.

8.2. Przeprowadzenie zapowiadanej rozbudowy tarasu w Bibliotece.

8.3. Poprawa współpracy Prezesa i Zarządu z KR

8.4. Przygotowanie Business Plan dla POSKu na okres 3, 5 i 10 lat.

8.5. Zajęcie się sprawą zmiany deficytowej działalności POSKlubu.

8.6. Sfinalizowanie sprawy konfliktu z Restauracją Łowiczanka.

8.7. Większa transparentność w podejmowaniu decyzji i przekazywaniu informacji również do KR.

#### **9) WNIOSKI:**

KR docenia ciężką pracę i poświęcenie Prezesa dla zarządzanego przez niego POSKu i pragnie podziękować jemu oraz jego Zarządowi za wiele pozytywnych przedsięwzięć oraz życzyć powodzenia na przyszłość. KR proponuje by udzielić absolutorium ustępującemu Zarządowi.

## **MINUTES OF THE FIFTY NINTH ANNUAL GENERAL MEETING OF THE POLISH SOCIAL AND CULTURAL ASSOCIATION LIMITED**

held on Saturday the ninth day of November 2024  
at the Polish Social and Cultural Centre, 238-246 King Street, London W6 0RF

The outgoing Chair of the Association, Dr Marek Laskiewicz, opened the meeting at 12.00 and welcomed Members. Quorum had been reached as 289 Members had registered in person for the AGM; seven Member organisations and 423 proxies had been registered: this gave a total of 712 votes.

A minute's silence was observed for those POSK Members who had passed away since the last AGM: Bolesław Indyk, Czesław Maryszczak, Tomasz Maramaros, Jan Mokrzycki, Ryszard Szydło. Members were reminded that the midday Mass at St Andrew Bobola Church on Sunday 10th November would be celebrated in memory of Professor Roman Wajda and all the deceased members and benefactors of POSK.

Jerzy Strauss was proposed as Chair of the Meeting by Marek Laskiewicz. Marian Zastawny was proposed by Jolanta Sabbat from the floor. A vote took place by show of hands for Chair of the Meeting. Jerzy Strauss gained 55 votes and Marian Zastawny gained 135. Marian Zastawny agreed to Chair the Meeting.

Elżbieta Howard was proposed to minute the meeting and accepted.

Four assessors were required for the meeting and the following were proposed: Radosław Korzeniewski, Marcin Libera, Izabela Sowula and Konrad Wójtowicz. These proposals were accepted.

Prior to the business of the meeting commencing, Włodzimierz Mier-Jędrzejowicz on behalf of Members of the Council, requested that the AGM be aware of the meeting of the Council held on 29 September 2024, and the many concerns raised regarding the lack of governance and financial irregularities at POSK. A statement had been distributed to Members as they arrived for this AGM regarding these concerns. The Council asked that a separate report be presented on behalf of the Council from that under agenda item 2.

A debate then arose whether the discussion should or should not take place. Comments were made including Katarzyna Korniak asking whether this was not undermining the authority of Marek Laskiewicz and why there was no date nor signatories on the statement. Jerzy Strauss stated that clarification was required as to what actually occurred at that meeting on 29 September.

Joanna Młodzińska stated that the meeting of the Council took place in accordance with the current Articles of Association which stated that ten Members of the Council can call a meeting. All Council Members received notice of the meeting. Marek Laskiewicz as Chair of POSK and all of the Executive Committee did not attend. The Council met, in POSK, but they were not given access to the venue booked in the building. 34 of the 51 Members of the Council attended the meeting. Following that meeting, a statement was drawn up and a request made that it be added to the papers sent out to all POSK Members prior to the AGM. The Chair, Marek Laskiewicz did not agree to this request, nor with the content of the statement. 27 Council Members had voted for the statement to be distributed this morning before the start of the AGM. This decision had not been taken lightly. A request was then made that the names of those present at the meeting held on

29 September be read out. This was done and a request made that the list of names be attached at the end of the Minutes, Appendix 1. Iwona Behar asked that the name of Piotr Michalik as representative of the Polish Hearth Club (Ognisko) be deleted from the list of attendees.

Marek Laskiewicz was asked to reply to the above. He stated that Byelaw 14.7 of the Articles of Association stated that 'Meetings of the Council shall be chaired by the Chair'. He stated that he had not called the meeting on 29 September 2024 and that he had sought legal advice and was informed it was not a lawful meeting. In his opinion, it was not valid and technically had not taken place.

Marcin Zastawny proposed a vote take place whether the Members at today's AGM wished to discuss the statement that had been handed out. Radosław Korzeniewski protested against this, stating the purpose of the AGM was to vote Members on to the Council in place of those standing down and to vote for the Chair of the Association. He requested that it be minuted that he did not agree with giving Members at the meeting the opportunity to vote on this.

A vote took place. 113 votes for discussing the statement and 49 votes against. Izabela Sowula asked Marek Laskiewicz to provide the name of the lawyer who advised him that the meeting called by Council Members was not lawful.

Marcin Zaremba asked if there were any members of the press present at the AGM. Marek Laskiewicz confirmed that there were and that this was good for transparency.

Marcin Zastawny then suggested the agenda remain as proposed and that there would be an opportunity to discuss the meeting held on 29 September 2024 later on.

After further discussion the following agenda was accepted:

1. To receive the Minutes of the Fifty Eighth Annual General Meeting
2. To receive the outgoing Chair's report on behalf of the Directors
3. To receive a separate report from the Council
4. To receive the report of the Internal Review Committee
5. To discharge the outgoing Executive Committee
6. To receive the Annual Financial Statements for the year ending 31 December 2023 together with the Directors' and Auditors' Report thereon
7. To consider and discuss items 2, 3, 4 and 6
8. To elect Members to the Council
9. To elect the Chair of the Association
10. To appoint the Auditors
11. To elect the members of the Internal Review Committee
12. To consider submitted Resolutions
13. Any Other Business

## **1.0 Minutes of the Fifty Eighth Annual General Meeting**

There being no amendments, the Minutes for the Fifty Eighth Annual General Meeting were accepted.

## **2.0 To receive the Outgoing Chair's Report on behalf of the Directors**

2.1 Marek Laskiewicz stated that everyone would have received the White Booklet containing his report of activities and events during the last year and of his future plans. He presented a series of slides highlighting key points and events. He and his Executive Committee were co-working with the Ambassador and the Embassy on various projects. He had also been trying to establish closer links with the London Boroughs of Kensington and Chelsea and also Hammersmith and Fulham as well as authorities in Poland. The Association had also established links with Polish institutions in France. He was pleased to announce that after considerable discussions, the Association would be receiving funding from La Fondation Zygmunt Zaleski to purchase a concert grand piano.

He stated it was important to have healthy competition within POSK - there were two children's theatre companies, Teatr POSK Dzieciom and Teatr Syrena. There were also several folklore groups based at POSK as well as Tatrzy Song and Dance Group.

He felt that the biggest task now was to encourage the new Polonia to become involved and active at POSK. POSK had been built from funding raised from all over the world. He wanted British Poles – those born in UK to parents born in Poland – to feel that POSK was their second home. Many only had some knowledge of POSK and its cultural events. It was important to upkeep Polish traditions.

He stated that this was the first time that the AGM Agenda in the White Booklet had appeared in both Polish and English.

There were approximately 10,000 émigré Poles in the UK, and approximately 100,000 new Polonia settled in the UK. There were also French Poles. POSK was the most important building for Poles outside of Poland. He stated that, at some stage, the building would need to be handed over to the new Polonia. The Polish Hearth Club (Ognisko) was also an important building but its focus and emphasis was different to that of POSK. He was very pleased that there were almost twice as many candidates standing for the Council compared to previous years. He was very keen to see POSK membership continue to increase and would enlarge the administration team to cope with processing more Member applications.

With regards to current renovation works, the Sala Malinowa had a new floor installed. The Theatre was in need of updating and was not a very large auditorium.

He was keen to make the AGM accessible to all Members – not everyone could attend in person. Hybridised events and meetings would allow online attendance. This could be extended to cultural events with online audiences joining live performances after payment of a fee, so increasing POSK's income.

The Steinway grand piano that had been recently purchased, brought the total of concert grand pianos at POSK to two. He said that the grand pianos now placed POSK on the map as a venue for recitals and concerts, on a par with Wigmore Hall and the Purcell Room.

There had been technical improvements regarding the IT system in the building with faster internet and better Wi-Fi connectivity. The CCTV system was to be upgraded, following a break-in two months earlier. He had spent a considerable amount of time undertaking administration regarding donations to POSK. There were many stipulations around donations and bequests. He had not experienced any such difficulty with La Fondation Zygmunt Zaleski.

There were several projects currently being undertaken including Muzeum Polonii, Muzeum Conrada (with POSK being the main centre for Joseph Conrad's collection) and the Piłsudski Institute in London. The POSK Library also had many objects and items to exhibit. POSK was now a permanent home for Polish culture. Marek Laskiewicz stated that POSK was only known to half of the new Polonia and even fewer British people. It was important to attract more visitors to POSK through cultural and social events and raise POSK's profile. Social media was really helping with this. The POSK website was in both Polish and English and the amount of people visiting the site was growing. He also planned to increase the number of eating places within the building, particularly in the Foyer, Atrium and Sala Malinowa.

He wanted to open a school within POSK teaching the Polish language. Polska Macierz Szkolna was a great organisation but he stated he wanted to improve it. Community and social work were increasing with a fostering service being set up. Many cultural events had taken place as outlined in the Wiadomości POSK booklet. A piece of music would be commissioned to mark the 60<sup>th</sup> anniversary of the POSK building. There would be a ball with a reduction in ticket price for POSK Members.

With regards to the Executive Committee, Marek Laskiewicz stated that as there were several positions vacant, he was overseeing those areas, including the function of Treasurer. He was going to reduce the office rent for charities - it was difficult to rent out space currently.

There were approximately 50 small projects being undertaken in the building – rewiring, redecoration and renovation. Health and Safety was also very important to upkeep. Finally, he stated that a Founders Club would be set up and thanked the members for making monthly contributions. He encouraged people to join.

### **3.0 To receive a summary of the Statement from the Council to POSK Members**

Marcin Zastawny invited Wiktor Moszczyński to give a brief summary of the report handed to many Members prior to the AGM commencing. The report was available in both Polish and English. Wiktor Moszczyński stated that this was the first time in the history of the Association, that the Council had written such a report. The Council proposed that Marek Laskiewicz was not fit to be Chair and a Director of POSK and set out the reasons why. Strategic decisions were being made by Marek Laskiewicz without him seeking advice from or consultation with the Council on major issues. Marek Laskiewicz had refused to provide the Council with financial information when requested to do so, particularly regarding budgets, income and expenditure or funds held in POSK's bank accounts.

When concerned Council Members had written to Marek Laskiewicz requesting to visit the POSK offices and review specific documents, (which they were entitled to do) he refused them entry to the office.

Marek Laskiewicz had also served a six month notice to vacate the premises to both Café Maja and Łowiczanka Restaurant. This was unexpected, with no forewarning nor any valid reasons given. Łowiczanka Restaurant has worked with POSK for the last 38 years.

The Council was also concerned about the POSK Museum. Again, no satisfactory explanation for its purpose, benefit to POSK and Polish society nor of the sums spent to date and expected running costs had been provided by Marek Laskiewicz to the Council.

Information and documents had been requested regarding the Anglo-Polish Cultural Exchange and how funds from the sale of the Frascati property in Warsaw had been allocated. Marek Laskiewicz had refused to share anything with the Council. W. Moszczyński criticized the amount of funding devoted to the Anglo-Polish Cultural Exchange and challenged the proposal to widen the size of the area designated for that institution at the expense of the front entrance of POSK, the former Kasa Business Services site, and the bookshop run by the Polish Educational Society.

The Council had repeatedly requested a budget and plan of proposed works for the renovation of the Sala Malinowa (Malinowa Hall) from Marek Laskiewicz and the Executive Committee. None was provided. The reason given was that each of the individual renovation projects amounted to less than £25,000 and therefore did not need Council approval. However, the same contractor was awarded all the individual projects totalling well in excess of £25,000. The Council was also concerned about the lack of transparency regarding the tendering process and how the contract was awarded.

Finally concerns had also been raised with regards to the frequency of Director resignations and new appointments. Marek Laskiewicz had not appointed a Treasurer since the last resignation and had been undertaking that role as well as that of Chair. This raised serious questions around accountability.

Wiktór Moszczyński concluded that the full statement from the Council would be sent to the Charities Commission with the AGM Minutes.

#### **4.0 To receive the Report of the Internal Review Committee**

4.1 Marcin Zastawny explained the purpose and function of the Internal Review Committee (IRC). Elżbieta Listoś, (IRC Chair) then gave a summary of the IRC's findings. The IRC had five members and had met 14 times during the last year. All were volunteers. She stated that the full IRC report for 2023/2024 could be found on pages 54 to 62 of the White Booklet.

Elżbieta Listoś stated that the IRC was concerned regarding the lack of any inventories particularly for the Conrad Collection, the new Muzeum Polonii and art works on walls around the POSK building. The IRC was also concerned regarding the purpose of the virtual Muzeum Polonii and that it had apparently cost approximately £125,000. The IRC had requested to see financial documents but was denied access.

The IRC questioned whether the whole of the POSK Building required rewiring and the need for hybridising all events and meetings.

The IRC had not been given access to any plans or costings for the renovations works carried out in Malinowa Hall nor for the proposed works in the Theatre.

The IRC was very concerned that the position of Treasurer had been vacant for more than a year and that Marek Laskiewicz was both Chair and Treasurer. There was no transparency nor independence. The IRC was also concerned with the lack of stability of the Executive Committee with new directors resigning within a few months. Eight directors had resigned in the last year. The competency and capability of the Council was frequently compromised and undermined – the Chair was not allowing the Council to advise particularly around awarding contracts and tendering processes. He had on

many occasions overridden actions agreed by the Council and would not listen to their concerns.

Elżbieta Listoś concluded that the regulations of the Articles of Association should be modified so that the IRC was appointed for a three-year term, for the purpose of continuity and gaining a thorough understanding of how POSK was being run.

#### **5.0 To discharge the outgoing Executive Committee (Wniosek Absolutorium)**

Though the outgoing Executive Committee had carried out some good work, the IRC with regret, did not support a motion to absolve the Executive Committee of its work due to the concerns raised under item 4. Marcin Zaremba requested that the following be added to the Minutes: The motion to discharge the Executive Committee was received, but not voted upon nor agreed upon.

#### **6.0 To receive the Annual Financial Statements for the year ending 31 December 2023 together with the Directors' and Auditors' Report thereon**

The Annual Financial Statements and Auditors Report were confirmed as received by the members.

#### **7.0 To consider and discuss items 2, 3, 4 and 6**

Marcin Zastawny offered Marek Laskiewicz the opportunity to address the comments made by Wiktor Moszczyński under item 3 and those from the IRC under item 4. He asked him to respond with facts.

7.1 Marek Laskiewicz said he had been invited to attend most of the IRC meetings. He did not agree with the IRC report. He stated that POSK was an important institution and it was imperative that it played an important role. However, many people did not have his vision.

7.2 The Muzeum Polonii consisted of four rooms within the building. It had not cost much to set up. The Malinowa Hall had had a new floor put in. The new ceiling was to cost £60,000. He was waiting for donations to fund this project.

7.3 He stated that change was required and information presented by the IRC was false. He said that tendering had taken place for the works in Malinowa Hall. He had not sought the advice of architects as the works were small. He added that 13 companies had tendered for that project with three stating they could undertake the work quickly. Jan Wurszt added that he had tendered for the works in the Malinowa Hall and refurbished the floor. He had also carried out maintenance work in the toilets at cost price. He had also instigated the upgrade to the Wi-Fi system. He said that when Marek Laskiewicz used the term 'I' during his verbal report earlier he in fact meant 'we, the Executive Committee'.

7.4 With regards to the meeting held on 29 September, Marek Laskiewicz disagreed with the summary given earlier by Wiktor Moszczyński. The points made were invalid and there was much hypocrisy regarding who was awarded money for projects undertaken at POSK. He felt there was no issue with a member of the Council undertaking works in the building for payment. He stated that the Stowarzyszenie "Wspólnota Polska" had given



funding for the works in the Malinowa Hall. Both Polish and English firms had tendered for the works and in his opinion, Polish and English builders approached work differently.

7.5 He felt there was much distrust since he had been elected Chair. He stated that he was managing the role of Treasurer well along with Chair of the Association. Wojciech Tobiasiewicz had suggested Magda Włodarczyk be taken on to assist with finance matters and running payroll for POSK employees. He added that the Auditors had no issue with this. He also felt that many of the voluntary positions at POSK should be remunerated, but currently there was no funding for this.

7.6 Moreover, Marek Laskiewicz said that the Muzeum Polonii to date had cost £125,000 to set up of which £55,000 was for the purchase of display units and organising a conference. The project was well organised and he had consulted institutions such as the National Portrait Gallery.

7.7 He also felt that all matters were discussed at the Council with the Executive Committee then making the final decisions. Anything could be discussed at the Council meetings and he stated that the Executive Committee had the trust of the Council.

Questions and comments were then taken from floor.

7.8 Barbara Czarniecka asked Marek Laskiewicz to comment on why the IRC had no confidence in him. He replied that the IRC report in the White Booklet had many errors and in his opinion was therefore not valid. The accounts had been signed off by the Auditors and that was all that mattered.

7.9 Radosław Korzeniewski stated that the membership numbers had increased considerably since Marek Laskiewicz became Chair of the Association. He had recently become a member of POSK. Many years ago, this would not have been possible.

7.10 Aleksandra Podhorodecka, was representing the Polish Educational Society (Polska Macierz Szkolna, PMS). She stated that PMS had been part of POSK since its inception and still had an office within the building. The Bookshop on the ground floor had been within the building for over 30 years. The PMS paid POSK £50,000 per annum for the office and bookshop rent. PMS organised educational events, shows, competitions and worked with Polish schools in the UK. Why did Marek Laskiewicz now want to move the Bookshop to the foyer without any discussion on the matter? He replied that there was a microcosm of Polish life at POSK. By moving the Bookshop to the foyer, it would be more visible to passers-by. Currently he only had an architect's impression for this project but changes needed to be made at POSK.

7.11 Alexa Newsome, initially membership secretary when Marek Laskiewicz had first been elected Chair, had already stepped away from this function. She was concerned that Marek Laskiewicz did not listen nor take the advice from the Council. Marek Laskiewicz replied that the Articles of Association were wrong. Historically POSK Council had not been very active. The Council met once every quarter and he could not wait that long for decisions to be made. Shadow directors could be co-opted to the Executive Committee. He felt the Council was very negative towards him.

7.12 Marcin Zaremba pointed out that Marek Laskiewicz's comment that Members of the Council could have a contract with POSK was incorrect. According to the Articles of Association, a Council Member could only win a contract with the agreement of the Council, and that had not taken place.

7.13 One Member stated that Members were attending the meeting to elect a new Chair. She could see information about Marek Laskiewicz from the POSK website. But not everything was crystal clear.

7.14 Marcin Libera asked about the funds received from the sale of the property at Frascati in Warsaw. Joanna Młodzińska replied that the property had been owned by a member of POSK. He bequeathed the property to POSK in his Will. However, POSK did not know of this bequest, until a firm of solicitors in Poland became aware of this after his death and informed POSK. It took almost ten years of negotiating with authorities in Warsaw to bring the matter to a close due to legal complications. POSK finally received £2m. The Council at that time agreed to the POSK Foundation receiving £500,000. The remainder was banked into current and saving accounts. Jolanta Pieniążek was concerned that the legal firm in Poland had taken too large a commission. Marek Laskiewicz replied that the level of commission had been agreed by the Council.

7.15 Jarosław Kłys stated that a Member of the IRC was related to someone on the Council. Elżbieta Listoś replied that Maryla Jakubowska was married to Marek Jakubowski, a Member of the Council. This was declared at the 2023 AGM before the election of IRC members that afternoon. Furthermore, as stated in the IRC report in the White Booklet, as Irena Perkins had withdrawn her candidacy, Mariusz Fatyga was elected the fifth member of the IRC. Elżbieta Listoś added that Marek Laskiewicz had, after a time, ceased to attend IRC meetings.

7.16 Renata Cyparska, who had chaired the IRC in previous years stated that the role of the IRC was important and the IRC's Report should not be dismissed by Marek Laskiewicz. Furthermore, like many others, she did not see the benefit of the Muzeum Polonii. POSK needed a functioning Library instead.

7.17 Jolanta Sabbat added that although it was uncomfortable to be examined, it was the role of the IRC to observe and hold the Executive Committee and Chair to account. The purpose of the Council was to advise and make comments on proposed projects etc. Marek Laskiewicz replied that he had sought the advice of the Council but he wanted greater control. He felt he had been elected to manage.

7.18 Another Member stated there was much discontent being expressed. She was neither for nor against Marek Laskiewicz, but the allegations being made against him were serious, however, the organisation did need to move forward.

7.19 Andrzej Zakrzewski recalled that prior to Marek Laskiewicz being elected Chair in 2022, he had been very critical of projects managed by previous Executive Committees such as the building of flats on Ravenscourt Avenue and the Atrium. Were those decisions not forward thinking and proactive?

7.20 Teresa Greliaś asked about the Theatre as it was substandard. Frequently performers had to hire in or bring their own equipment in for performances. When could a state-of-the-art Theatre be realised at POSK? Marek Laskiewicz replied that funding would be made available to upgrade the Theatre. He was hoping for donations for this renovation, but if that did not materialise, he would use POSK funds. He added that HMRC had refunded POSK the VAT on the grand piano purchase as POSK was a registered charity.

7.21 Renata Rams stated that last year she had organised cultural events for children and young people at POSK. The Steinway piano would open doors – Royal Opera House

musicians were keen to play the piano. She added that she had personally found Marek Laskiewicz approachable. She was saddened that there was so much discord and asked that all work together as a community.

7.22 Monika Kobylec was anxious for the AGM to move on and for members to vote.

7.23 Robert Wiśniowski, as a past Treasurer of POSK, was concerned that third party transactions had not been included in the accounts in the White Booklet.

7.24 Joanna Młodzińska noted that Marek Laskiewicz had refused to give access to any documents, as stated earlier. However, just prior to the AGM when asked by the IRC or the Council, he had decided to share documents. She was curious why he had changed his mind

## **8.0 Election of Members to the Council**

8.1 Dorosława Platt stated that 35 candidates had put themselves forward for the forthcoming term of office to the Council in place of those standing down. Members could vote for up to 17 candidates on the ballot sheet. Voting for more than 17 would result in a ballot paper being null and void. Short biographies of the candidates had been included in the White Booklet for this AGM.

8.2 Dorosława Platt requested additional people join the Scrutiny Committee so ballot sheets could be counted and verified quicker. The Scrutiny Committee was accepted as Dr D Platt (as Chair), P Brudziński, R Chmielewska, M Dowgiel, T Furmanek, S Gaudyn, T Górską, J Kaczmarek, W Klas, B Maramaros, J Pieniążek, B Pisarski, A Stefanicka, M Turowska and E Urban.

8.3 A total of 685 ballot papers were cast. Of the 35 candidates standing, the following were elected to the Council: Sławomir Dolubizno, Teresa Grelia, Michał Janicki, Piotr Kaczmarek, Włodzimierz Mier-Jędrzejowicz, Wiktor Moszczyński, Małgorzata Nyga, Jarosław Redestowicz, Ewa Spohn, Tomasz Szpringer, Krzysztof Siemiński, Tadeusz Śląski, Monika Tkaczyk, Wociek Tobiasiewicz, Janusz Wajda, Robert Wiśnowski and Marcin Zaremba.

## **9.0 To elect the Chair of the Association**

9.1 There were two candidates standing for Chair of the Association, Marek Laskiewicz and Marcin Kalinowski. Both candidates gave a short speech regarding their plans should they be elected.

9.2 Marcin Kalinowski had moved to the UK in 2004 with his family and ran his own business. Marcin had served on the Executive Committee, as POSK's House Director for two years under Marek Laskiewicz's Chairmanship. He was standing for election as he was concerned about recent plans and projects that were not in POSK's best interests – such as converting the Kasa Business Services site to a museum, giving notice to the reliable Łowiczanka Restaurant and Café Maja tenants to vacate and taking over the POSKlub area for other uses. Marcin did not agree with these plans. If elected, his initial priority would be upgrading and renovating the Theatre and general maintenance in the building, which would require substantial funding. He was keen to protect POSK as an

institution together with its history. He wanted to ensure POSK's events and cultural projects were accessible to everyone interested, irrespective of age or background. It was important to act together for a common purpose. He stated that 'POSK is You'.

9.3 Marek Laskiewicz stated that change was needed at POSK. He felt POSKlub could continue in the building, but that space needed to be utilised for other purposes also. The Poles had many talents and abilities that could be showcased, whether via a Steinway or a Michelin starred restaurant. POSK was the main representation of Polish culture outside of Poland. Marek contested claims that his management of POSK was amateurish – he had experts on his Executive Committee. He added that if POSK was in any financial difficulty in the future, no one would come to its assistance.

Both candidates then took questions and comments from the floor.

9.4 Wojciech Nowakowski raised his concerns to Marek Laskiewicz regarding the Łowiczanka Restaurant – the matter was going to court. If POSK lost the case, who would bear the legal costs and damages? Furthermore, a new restaurant tenant would increase the menu prices.

9.5 Dr K Nowak stated that this meeting was very traumatic. The action of members today would have consequences for the next generation. Members needed to consider this. Mistakes had been made.

9.6 Konrad Wojtowicz was attending the meeting virtually and said the quality of the link was incredibly poor. It was not acceptable for an organisation such as POSK.

9.7 Małgorzata Pogorzelska asked Marek Laskiewicz why the newsletter promoting POSK's cultural events was so badly written with such terrible grammar. It was an embarrassment. He replied that if there were errors to specify what they were so corrections could be made.

9.8 A Member asked Marcin Kalinowski how long he had resided in the UK and was he aware of the history of POSK? Marcin Kalinowski replied 20 years, and yes, he was aware.

9.9 Marek Nowicki asked each candidate to specify what changes they would make in the next twelve months? Marcin Kalinowski replied that he would halt some of the costly projects commenced by Marek Laskiewicz. He would focus on badly needed renovation work within the building and would modernise commercial aspects to generate income. He added that a year was a short time in which to complete any large projects. Marek Laskiewicz replied that he had been unable to come to an agreement with the Łowiczanka tenants. He said it was not certain that he would lose the court case. He would improve the website as it was poor and improve IT systems.

9.10 A further question was asked relating to a conflict of interest with regards to paragraph 6.3 of the Articles of Association that no POSK director could run a company based at POSK, sell from, be employed by or take monies from the organisation. Marcin Kalinowski confirmed that he ran his own plumbing company, but it was neither based at POSK nor registered at POSK. He also clarified the matter of two invoices he issued to POSK when he was House Director at POSK. These were raised following emergency repairs to the toilets. The majority of both invoices were for materials. He had not charged for labour costs, other than paying the employee who made the repairs on a weekend. This had been agreed with the Chair of POSK.

9.11 Conflict of interest concerns were raised by Isabela Sowula. It was not formally declared that Sylwia Kosiec a director of POSK was also employed by another POSK director, Ryszard Zóttaniecki. Sylwia Kosiec replied she was not employed by Ryszard Zóttaniecki, but by his son.

9.12 Conflict of interest was raised by Andrzej Zakrzewski - Marek Laskiewicz had not declared that he was a director of Polska Wspólnota w WB and that he ran courses using POSK premises. Marek Laskiewicz replied he was not a director of Polska Wspólnota w WB and only ran his courses from a small room at POSK.

9.13 Katarzyna Siewierska asked what non-POSK business Marek Laskiewicz was undertaking at POSK and was he paying for the hire of the room? Robert Wiśniowski raised concern that the POSK accounts did not show that Marek Laskiewicz had used POSK premises to carry out training nor how much he paid for the hire of the premises. This should have been included under third party payments. It was a legal obligation to declare this information. Marek Laskiewicz confirmed he used POSK premises for Health and Safety training, but he did not gain any income from this.

9.14 Questions were also raised by Members including Marek Jakubowski and Katarzyna Siewierska regarding the defacing of an election poster of Marcin Kalinowski in the building. CCTV recording should have been available for that area of the building but was now not available to be viewed to identify who had defaced the poster. Marcin Kalinowski stated this had been an unpleasant and divisive incident.

9.15 Krzysztof Jastrzebski enquired about the language levels of each candidate. Marek Laskiewicz said his first language was English and his second was Polish. Marcin Kalinowski replied his first was Polish and his second English.

9.16 A question was taken from a member online. If elected, how would Marcin Kalinowski reconcile working, bringing up a young family and being Chair of POSK? He replied that it would initially be difficult to adjust but he was willing to take on this challenge as it was important.

9.17 Maria Jennings Właszczak asked if both candidates respected the Council, the hard working volunteers and staff. Marek Laskiewicz replied although he wanted to change the function of the Council, he still respected them. The Executive Committee was there to run POSK. He respected the work of the volunteers and staff. Marcin Kalinowski replied that mutual respect for all Members and staff was important.

9.18 Renata Rams was dismayed with the language and disparaging comments made on social media. Any discussions or comments should be made with respect. It was not a good reflection on POSK as an organisation to be seen in such a light by the outside world.

9.19 The ballot boxes were inspected to ensure they were empty following the Council election. Voting for the Chair of POSK then took place. Votes were posted into the ballot boxes, checked and counted. 684 votes were cast, with 9 spoiled.

9.20 D.Platt reported that Marcin Kalinowski gained 358 votes. Marek Laskiewicz gained 321 votes. Marcin Kalinowski was therefore declared Chair of the Association. He thanked all those who had voted for him - there was much work to be done going forward. Dobrosława Platt was thanked for chairing the Scrutiny Committee, together with those who had counted and verified the votes during the AGM.

## **10.0 Appointment of the Auditors**

10.1 The contract with the current auditors, Richard Place Dobson Ltd, was due for review. It was proposed that the appointment of auditors be delegated to the Council at their next meeting. This was overwhelmingly accepted by Members.

## **11.0 To elect the members of the Internal Review Committee**

11.1 Five nominations were submitted in advance of the AGM, with a sixth nomination from the floor, which was seconded by two Members. Voting took place with a show of hands. The following were elected to serve on the IRC: Irena Perkins 82 votes, Iwona Behar 75 votes, Maryla Jakubowska 66 votes, Krystyna Kiuber 62 votes and Izabela Sowula 57 votes.

## **12.0 To consider submitted Resolutions**

12.1 Andrzej Zakrzewski drew attention to page 25, Article 45 (3) of the current Articles of Association of POSK, which states under point (f) ....

*The Directors shall not, without the prior agreement of the Council:  
Propose a resolution to the Members to amend these Articles;*

He asked Marek Laskiewicz if he had the prior agreement of the Council to propose these Resolutions at this AGM. Marek Laskiewicz replied he did not have their agreement.

12.2 Marcin Zaremba added that as the Council had not agreed to these resolutions being proposed, the AGM could only discuss these resolutions, but could not vote nor amend them at this meeting. That would require an EGM prior to the next AGM.

12.3 Resolution no 1 regarding the IRC - To amend Article 49 (8) to read ....

*'Any member of the IRC is permitted, if the IRC deems it necessary for its work, to attend as observer without any voting rights meetings of the Council or any of its committees or meetings of the Directors'*

Marcin Zaremba and Wiktor Moszczyński agreed this was a positive amendment, though surprised that it had been proposed, given Marek Laskiewicz's reluctance to give the IRC access to any documents in the last year.

12.4 Resolution no 2 regarding the IRC - To amend Article 49 (1) and Article 49 (5) and replace with ....

- a) *The Internal Review Committee (IRC) consists of a chair and up to four members. The members of the IRC shall be elected at the AGM for a period of three years from the date of their election. One third of the elected members of the IRC will retire every year being eligible for re-election. The member(s) to retire will be the one(s) who has/have been longest in office. Between elected members of equal seniority, the one(s) to retire shall, in the absence of an agreement, be selected by ballot.*
- b) *At every AGM the Members shall elect at least three members of the IRC.*

- c) *The IRC shall elect its chair by a simple majority of its members and its vice chair, who will also perform the function of secretary of the IRC, by a simple majority of its members.*

Iwona Behar pointed out that this would be in line with Members being elected to the Council for a three-year term. The premise of this resolution was also agreed by Members, provided b) was made clearer, as it appeared to be in conflict with a)

#### 12.5 Resolution no 3 regarding the IRC

*The IRC has right to review whenever it so wishes all POSK bank statements and all accounts and working papers prepared by POSK accountants.*

Marek Jakubowski welcomed this resolution. He added it was disappointing that the IRC had been denied access to invoices etc, over the last year. Monika Kobylec added if Marek Laskiewicz had answered questions re finances at Council meetings, then the IRC would not have requested to see documents. She stated that Marek Laskiewicz had never confirmed the actual cost of the Steinway grand piano. He replied it had cost £60,000.

#### 12.6 Special Resolution no 1 regarding the Board of Directors – To amend the Articles of Association of POSK by adding a new Article 34 (9) ....

*The number of Appointed Council Members which are organisations should be twelve at most and a third stand for re-election at the AGM.*

Marek Laskiewicz stated that increasing the number of member organisations on the Council from seven to twelve, would be of benefit. He felt that changes to the Articles of Association were important. The Council would formally agree the additional Member organisations.

Jolanta Sabbat stated that the current seven Member organisations on the Council had been instrumental in contributing to initial funding and setting up of POSK. Joanna Młodzińska added that Article 34 already clearly set out the criteria for Member organisations on the Council. Włodzimierz Mier-Jędrzejowicz questioned what was the purpose of additional Member organisations. Leszek Bojanowski urged POSK to develop high standards of governance by adopting the Charity Governance Code for smaller charities.

#### 12.7 Special Resolution no 2 regarding the Board of Directors – To delete Article 48 (2)

*Only Bye-laws (and any alterations, additions and deletions thereto) which have been presented to the Council shall be binding on the Council and all Members*

#### 12.8 Special Resolution no 3 regarding the Board of Directors – To delete Article 6 (5), (5) (a) and (5) (d)

*A person who is a Council Member, or who is a Connected Person by reference to a Council Member who is not a Director, may be employed by the Association or may be paid proper remuneration (in money or money's worth) in respect of any goods or services actually to the Association provided that:*

- (a) *The terms of employment of or the payment of remuneration to the Connected Person is approved by a resolution of the Council; and*

*(d) the other Council Members are satisfied that it is in the best interests of the Association to contract with that Connected Person rather than someone who is not a Connected Person and the reason for this is recorded in the minutes. In reaching that decision the Council must balance the advantage of contracting with that Connected Person against the disadvantage of doing so;*

Marek Laskiewicz stated he had no issue with a Member of the Council carrying out a paid function at POSK. The above changes to the Articles of Association would mean changes could take place at speed. Concerns were raised from Marcin Zaremba, Jolanta Sabbat, Wiktor Moszczyński and Kazimierz Iwanoski. The Executive Committee and Council consisted of volunteers with experience and skills to manage POSK. The Board Resolutions that Marek Laskiewicz was proposing would result in the Chair making sweeping decisions without discussion with or agreement of the Council. Under the Charities Act, Members of the Council should not receive payment. POSK was here to serve the community, not the whims of a Chair. Włodzimierz Mier-Jędrzejowicz added that POSK was a social and cultural organisation, not a commercial one.

12.9 A Member stated she had had a heated discussion regarding what groups could be Member organisations of POSK. Marek Laskiewicz replied that there were seven Member organisations. He wanted to increase the number as possible new organisations could bring funding to POSK. The Byelaws needed to be more dynamic. He reiterated it was important to change things for the future.

12.10 Stefan Kasprzyk enquired what was the mechanism for making amendments to POSK's current Articles of Association? Marcin Zaremba answered that the above six resolutions would first need to be presented at a Council meeting. If the Council agreed to the amendments and changes, the resolutions would be voted upon by Members either at an EGM or at the next AGM.

12.11 Olgierd Lalko was a past Chair of POSK. When he was elected, he had chosen his Executive Committee from Council Members and then presented his choices to the Council for approval. He suggested it might be fairer if the Council suggested suitable Members to serve on an Executive Committee.

12.12 Jerzy Strauss stated that Chairs, Executive Committee Members and Council Members all come and go. It was important to remember the objective of POSK. He proposed cultivating Polish culture and the Polish language.

Members were thanked for their comments and the chair of the meeting stated that a Constitutional Committee may need to be set up to review all these points.

### **13.0 Any Other Business**

13.1 Marian Zastawny invited members to raise matters regarding the Association's future.

13.2 A member stated he had been involved in Polish culture for the last 50 years and was married to a Pole for 40 years. He felt POSK still was a very closed organisation. He hoped there were plans to open up Polish culture to British people. He had found the infighting at the meeting very distressing.



13.3 Several Members including Katarzyna Siewierska, Magda Urban and Halina Balzewska asked about working with organisations outside of POSK, who could hire venue space and whether there was a reduction in hire rates for POSK Members. Marek Laskiewicz replied that preferential rates for Members were available and to contact Bartek Nowak who was responsible for venue hire. POSK had commercial and charity hire rates.

13.4 Renata Rams said that the Welfare Committee (Dział Społeczny) was working well but the Committee for Seniors and Elderly (Dział Seniorów) should be more active.

13.5 Małgorzata Nyga stated that the Welfare Committee always needed more volunteers and encouraged members to join the team.

13.6 Ewa Kwaśniewska asked Marek Laskiewicz to clarify what contacts he had made with French Poles and what was the benefit of this to POSK. Marek Laskiewicz replied the purpose of this was to give people with Polish roots living in other countries access to POSK and hopefully bring in funding. The visit of the French Foundation had resulted in funding for the grand piano.

13.7 It was suggested that the order of AGM agenda needed to be amended for the future meetings.

13.8 The new Chair of the Association, Marcin Kalinowski thanked Marian Zastawny for ably chairing the meeting and thanked Elżbieta Howard for minuting the very lengthy meeting.

13.9 Janusz Wajda thanked Teresa Greliak for being the microphone runner for most of the meeting.

13.10 Olgierd Lalko thanked Iwona Abramian for all the administrative preparations for the AGM.

13.11 Those present were reminded that Mass for the intention of Prof Roman Wajda, deceased members and founders of POSK would be held at St Andrew Bobola on Sunday 10th November 2024.

13.12 There being no further business, the meeting finally concluded at 19:14.

## **Appendix 1**

### **COUNCIL MEMBERS PRESENT AT THE 278<sup>th</sup> MEETING OF THE COUNCIL MEMBERS OF POSK HELD AT 238-246 KING STREET, HAMMERSMITH, LONDON W6 0RF ON SUNDAY, 29<sup>th</sup> SEPTEMBER 2024 AT 15:30**

1. Armanowska Małgorzata
2. Brudzińska Żaneta
3. Bojanowski Leszek
4. Dowgiel Maria
5. Greliak Teresa
6. Jakubowski Marek
7. Kaczorowska Jagoda
8. Kalinowski Marcin
9. Keating Marzena
10. Klupś Adam
11. Kobylec Monika
12. Kruczkowska-Young Maria
13. Lalko Olgierd
14. Makulski Andrzej
15. Marszewski Janusz
16. Maryniak Andrzej
17. Michalik Piotr
18. Mier-Jędrzejowicz Włodzimierz
19. Młodzińska Joanna
20. Moszczyński Wiktor
21. Newsome Alexandra
22. Nyga Małgorzata
23. Pastuszek Paweł
24. Śląski Tadeusz
25. Świetlicka Mariola
26. Szadkowska-Łakomy Teresa
27. Tkaczyk Monika
28. Wajda Janusz
29. Zastawny Marian

### **MEMBER ORGANISATIONS**

30. Association of Polish Technicians (STP) Wojciech Lisowski
31. Piłsudski Institute (Inst. J. Piłsudskiego) Anna Stefanicka
32. Polish Educational Society (PMS) Aleksandra Podhorodecka



## POLISH SOCIAL AND CULTURAL ASSOCIATION

### APPOINTMENT AND/OR REVOCATION OF A DELEGATE TO GENERAL MEETINGS

In accordance with Article 21 of the Articles of Association of POSK:

We.....  
(Name of organisation)

of .....  
(Address)

hereby revoke any previous appointments of a Delegate and

appoint.....  
(Name of Individual)

of.....  
(Address)

who is .....  
(Position in Organisation)

to attend, speak and vote on behalf of the organisation at any General Meeting of the Association and at any adjournment thereof, until this appointment is revoked in writing by us.

Dated..... POSK membership number .....

Signed by -

(1) .....  
(Signature)

(2) .....  
(Signature)

.....  
(Name)

.....  
(Name)

.....  
(Position in Organisation)

.....  
(Position in Organisation)







## POLISH SOCIAL AND CULTURAL ASSOCIATION

### FORM OF REVOCATION OF PROXY

I, .....  
(Name)

of .....  
(Address)

POSK Membership No: .....hereby revoke my appointment of

.....  
(Name)

of.....(Address)

and of .....  
(Name)

of.....(Address)

as my proxy/proxies.

.....

(signature)

.....

(date)







Dear POSK Member,

### Communications from POSK

We would like to invite you to **help reduce our postage costs and yet maintain contact with you** by giving us **your email address** and allowing us to send information by electronic mail.

Please respond to the POSK office.

**You can use this form and enclose it with your voting forms in the stamped addressed envelope provided or email ([admin@posk.org](mailto:admin@posk.org)) stating clearly:**

I, \_\_\_\_\_ (Name)

of \_\_\_\_\_ (Address)

\_\_\_\_\_

membership number \_\_\_\_\_, give permission for POSK to use  
my email address

\_\_\_\_\_

(Please tick as appropriate)

- ☐ To send me information regarding my POSK membership
- ☐ To send me the POSK Newsletter and other communications about events in POSK
- ☐ To send me Wiadomosci POSK



