

REGISTERED COMPANY NUMBER: 02783681 (England and Wales)
REGISTERED CHARITY NUMBER: 1017932

THE ROWAN ORGANISATION
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

Armstrongs
Chartered Accountants and Statutory Auditors
Gethin House
36 Bond Street
Nuneaton
Warwickshire
CV11 4DA

THE ROWAN ORGANISATION

CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

	Page
Reference and Administrative Details	1
Report of the Trustees	2 to 4
Report of the Independent Auditors	5 to 7
Statement of Financial Activities	8
Balance Sheet	9
Cash Flow Statement	10
Notes to the Cash Flow Statement	11
Notes to the Financial Statements	12 to 20

THE ROWAN ORGANISATION

REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 MARCH 2025

TRUSTEES	Ms D E Cambray (resigned 3.12.2024) Mrs D Clews (resigned 3.12.2024) Mrs. A Forwood (resigned 29.10.2025) Cllr R Jarvis (resigned 3.12.2024) A Collins (appointed 1.7.2025) J Bhardwaj (appointed 1.7.2025) P Bower (appointed 1.7.2025) D Reynolds (appointed 1.7.2025) Ms H J Wilkinson (appointed 1.9.2025)
REGISTERED OFFICE	Unit 7 Colliers Way Old Arley Coventry West Midlands CV7 8HN
REGISTERED COMPANY NUMBER	02783681 (England and Wales)
REGISTERED CHARITY NUMBER	1017932
AUDITORS	Armstrongs Chartered Accountants and Statutory Auditors Gethin House 36 Bond Street Nuneaton Warwickshire CV11 4DA
SOLICITORS	Mr David Dumbleton Rotherham & Co 8&9 The Quadrant Coventry CV1 2EG
BANKERS	Santandar Corporate Banking Bridle Road Bootle Merseyside L30 4GB

THE ROWAN ORGANISATION
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2025

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2025. The trustees have adopted the provisions of 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 Trustees present their report and the audited financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 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 published in October 2019.

OBJECTIVES AND ACTIVITIES

Objectives and aims

The principal purpose of the organisation, as defined by the Memorandum of Association, is to support disabled and older people to further their independence. We are also committed to the empowerment of disabled and older people by supporting them to overcome the barriers, both physical and attitudinal which prevent them from being in control of their lives. The provision of direct payments support services that enable disabled and older people to live more independently within the community and enable them to exercise more choice and control over the way that they live their lives.

We provide Support planning and Brokerage Services, Direct Payments Support Services (Independent Living Schemes), Personal Health Budget Support Services, Advice & Information Services, Payroll services, Managed Accounts, Training, Recruitment Line, DBS Vetting Service and Personal Assistants (PA) registers.

Our current area of operation covers England and Wales.

Activities and Achievements

This year we continued to provide payroll and support services to more than 2,700 people, working in partnership with local authorities and Integrated Care Boards. Our teams support individuals and families to navigate the responsibilities of managing personal assistants, budgets and support arrangements, always centred on choice and independence.

Public benefit

The Rowan Organisation supports people across England and Wales to live independently, make informed choices and control their own support arrangements. Our work includes direct payments support, personal health budgets, payroll services and related advice and information. Trustees confirm that we have given due regard to the Charity Commission's guidance on public benefit.

STRATEGIC REPORT

Financial review

Net income: £13,445

Total funds carried forward: £85,235

Cash at bank: £170,284

The charity remains solvent, although income has reduced and the organisation experienced negative operating cash flow. Trustees intend to adopt a reserves policy and introduce rolling forecasts to improve financial resilience. More detail on how we intend to achieve this will be presented to members at the AGM.

The audited financial statements do not record any payments to trustees or any related party transactions during the year.

THE ROWAN ORGANISATION
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2025

STRATEGIC REPORT

Plans for future

Priorities include:

- Strengthening governance and compliance.
- Improving financial planning and audit readiness
- Continuing to deliver services that help people live with independence, dignity and choice.

We will continue investing in the development of trustee induction and support processes as part of our commitment to transparency and strong oversight.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Rowan Organisation is a company limited by guarantee incorporated under Memorandum of Association on 26th January 1993, which established the objects and powers of the charitable company and is governed by its Articles of Association (company Registration Number 2783681) and registered as charity number 1017932 on 2nd March 1993.

Membership is open to people who use our services and affiliated organisations. The liability of each member is limited to £1.

During the year there were changes in the composition of the Board. Some trustees stepped down and new trustees joined. All current trustees were recruited or co opted through an open application process. Each trustee will be presented for confirmation by members at the next Annual General Meeting, as set out in our Memorandum and Articles of Association.

There has been no formal induction process for trustees. The Board recognises this gap and is addressing it through our wider governance review, which is already under way. Our aim is to build an induction approach that reflects our values of inclusion, empowerment and clarity.

The organisation continued to face governance challenges, including previous periods of non quoracy. The Board acknowledges these issues openly and has taken steps to strengthen oversight and decision making.

FUNDS HELD AS CUSTODIAN FOR OTHERS

The Rowan Organisation holds individual client funds on the EML Services platform so that people can pay their personal assistants and service providers in line with their support plans and funding agreements. Funds are held separately on behalf of each individual and are used only for their intended purpose. This arrangement ensures people can manage their support confidently and securely.

TRUSTEES' RESPONSIBILITY STATEMENT

The trustees (who are also the directors of The Rowan Organisation for the purposes of company law) are responsible for preparing the Report of the Trustees 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. Under that law, the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).

Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those 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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

THE ROWAN ORGANISATION
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2025

TRUSTEES' RESPONSIBILITY STATEMENT - continued

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

In so far as the trustees are aware:

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

AUDITORS

The auditors, Armstrongs, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, approved by order of the board of trustees, as the company directors, on 30 January 2026 and signed on its behalf by:


Hilary Wilkinson (Jan 30, 2026 17:30:50 GMT)

Ms H J Wilkinson - Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF THE ROWAN ORGANISATION

Opinion

We have audited the financial statements of The Rowan Organisation (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company 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' 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 charitable company'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 trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, 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 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 where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

**REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF
THE ROWAN ORGANISATION**

Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities Statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, 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 charitable company'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.

Our responsibilities for the audit of the financial statements

We have been appointed as auditors 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 a Report of the Independent Auditors 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.

design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charitable company's internal control.

- Evaluate the appropriateness of the accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation (i.e. gives a true and fair view).

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

**REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF
THE ROWAN ORGANISATION**

Use of our report

This report is made solely to the charitable company'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 charitable company's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

for and on behalf of Armstrongs
Chartered Accountants and Statutory Auditors
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
Gethin House
36 Bond Street
Nuneaton
Warwickshire
CV11 4DA

30 January 2026

THE ROWAN ORGANISATION

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 Unrestricted fund £	2024 Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	2	-	15
Charitable activities	3		
Charitable Funds		487,408	458,801
Other income	4	441,663	459,562
Total		<u>929,071</u>	<u>918,378</u>
EXPENDITURE ON			
Charitable activities	5		
Charitable Funds		<u>915,626</u>	<u>827,630</u>
NET INCOME		13,445	90,748
RECONCILIATION OF FUNDS			
Total funds brought forward		71,790	(18,958)
TOTAL FUNDS CARRIED FORWARD		<u><u>85,235</u></u>	<u><u>71,790</u></u>

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

The notes form part of these financial statements

THE ROWAN ORGANISATION

BALANCE SHEET
31 MARCH 2025

	Notes	2025 Unrestricted fund £	2024 Total funds £
CURRENT ASSETS			
Stocks	13	48	48
Debtors	14	82,182	98,827
Cash at bank		170,284	175,952
		<u>252,514</u>	<u>274,827</u>
CREDITORS			
Amounts falling due within one year	15	(167,279)	(203,037)
		<u>85,235</u>	<u>71,790</u>
NET CURRENT ASSETS			
		<u>85,235</u>	<u>71,790</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>85,235</u>	<u>71,790</u>
NET ASSETS/(LIABILITIES)		<u>85,235</u>	<u>71,790</u>
FUNDS	17		
Unrestricted funds		<u>85,235</u>	<u>71,790</u>
TOTAL FUNDS		<u>85,235</u>	<u>71,790</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.


The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been audited under the requirements of Section 145 of the Charities Act 2011.

The financial statements were approved by the Board of Trustees and authorised for issue on 30 January 2026 and were signed on its behalf by:


[Hilary Wilkinson \(Jan 30, 2026 17:30:50 GMT\)](#)

H J Wilkinson - Trustee

The notes form part of these financial statements

THE ROWAN ORGANISATION

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	2024 £
Cash flows from operating activities			
Cash generated from operations	1	(5,668)	116,093
Net cash (used in)/provided by operating activities		<u>(5,668)</u>	<u>116,093</u>
Change in cash and cash equivalents in the reporting period		(5,668)	116,093
Cash and cash equivalents at the beginning of the reporting period		<u>175,952</u>	<u>59,859</u>
Cash and cash equivalents at the end of the reporting period		<u><u>170,284</u></u>	<u><u>175,952</u></u>

The notes form part of these financial statements

THE ROWAN ORGANISATION

NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2025

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES	2025	2024
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	13,445	90,748
Adjustments for:		
Decrease/(increase) in debtors	16,645	(31,080)
(Decrease)/increase in creditors	(35,758)	56,425
Net cash (used in)/provided by operations	<u>(5,668)</u>	<u>116,093</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.24	Cash flow	At 31.3.25
	£	£	£
Net cash			
Cash at bank	175,952	(5,668)	170,284
	<u>175,952</u>	<u>(5,668)</u>	<u>170,284</u>
Total	<u>175,952</u>	<u>(5,668)</u>	<u>170,284</u>

The notes form part of these financial statements

THE ROWAN ORGANISATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The Rowan Organisation is a private company limited by guarantee incorporated in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are to support disabled and older people to further their independence.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with 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 issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in Sterling which is the functional currency of the charity and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below: These policies have been consistently applied for all years presented unless otherwise stated.

Income

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

No amount is included in the financial statements for volunteer time in line with the SORP. Further detail is given in the Trustees' Annual Report.

Incoming resources from local authorities is accounted for as the charity earns the right to consideration by its performance.

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably.

Resources expended include attributable VAT which cannot be recovered. Any VAT recoverable under the partial exemption scheme is shown separately in note 6.

Expenditure is allocated to activities/cost centres in which it relates.

THE ROWAN ORGANISATION

NOTES TO THE FINANCIAL STATEMENTS - continued **FOR THE YEAR ENDED 31 MARCH 2025**

1. ACCOUNTING POLICIES - continued

Expenditure

Charitable expenditure comprises of those costs incurred by the charity in the delivery of its activities and its services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those of an indirect nature necessary to support them.

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably.

Governance costs include costs associated with meeting the constitutional and statutory requirements of the charity and include audit fees and costs linked to the strategic management of the charity.

Staff costs overheads expenses are allocated to activities on the basis of staff time spent on those activities.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

- Fixtures and fittings are depreciated over 7 years straight line .

Items which are under £1,000 are written off in the year of their purchase as per Board of Management Policy.

Taxation

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. However there are no restricted funds during the current or previous financial year.

Unrestricted funds are incoming resources receivable or generated for the objects of the charity. Local Authorities funding/grants and any donations which does not have a condition imposed by the donor are treated as unrestricted funds.

Designated funds are unrestricted funds earmarked by the Board of Management for a particular purpose.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Operating leases

Rentals payable and receivable under operating leases are charged to the SoFA on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

THE ROWAN ORGANISATION

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025

1. ACCOUNTING POLICIES - continued

Deferred income

Income where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance. Where income is received in advance of performance its recognition is deferred and included as creditors.

2. DONATIONS AND LEGACIES

	2025	2024
	£	£
Donations	-	15
	<u> </u>	<u> </u>

3. INCOME FROM CHARITABLE ACTIVITIES

	2025	2024
	£	£
Local Authorities Funding	487,408	458,801
Activity Charitable Funds	<u> </u>	<u> </u>

4. OTHER INCOME

	2025	2024
	£	£
DBS Vetting Service	21,484	16,633
Pension Charges	25,622	30,807
Miscellaneous	7,232	37,663
Advertising	7,800	7,258
Support etc	137,792	108,872
Payroll Service	231,206	198,871
Bank interest	10,527	9,458
Exceptional items	-	50,000
	<u> </u>	<u> </u>
	<u>441,663</u>	<u>459,562</u>

5. CHARITABLE ACTIVITIES COSTS

Charitable Funds	2025	2024
	£	£
Staff Costs	707,286	627,775
Rent and Service Charge	7,653	9,756
Training (Staff & SFC)	1,795	(98)
Insurance	2,803	2,687
Recruitment Costs	-	(500)
Telephone	7,626	6,659
Postage and Stationery	15,836	14,585
Photocopying	3,075	1,973
Room Hire	307	575
	<u> </u>	<u> </u>
Aggregate Amounts	<u>746,381</u>	<u>663,412</u>

THE ROWAN ORGANISATION

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025

6. SUPPORT COSTS

Charitable Funds

	2025	2024
	£	£
Rates and Water	-	721
Sundries	-	316
Bank Charges	5,771	3,549
VAT Reimbursement	(34,003)	(25,341)
Equipment Maintenance and Subscriptions	154,270	138,575
Staff Security/Welfare	727	1,237
DBS Vetting Service	9,366	7,321
Audit Fees	14,175	7800
Motor Expense - Travel	16,914	18,266
Bad Debts	2,026	11,775
	<u>169,246</u>	<u>164,219</u>
Aggregate Amounts	<u>169,246</u>	<u>164,219</u>

7. OTHER

	2025	2024
	£	£
Support costs	<u>169,246</u>	<u>164,219</u>

8. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2025	2024
	£	£
LGPS Early Retirement	<u>7,653</u>	<u>9,756</u>

9. TRUSTEES' REMUNERATION AND BENEFITS

No trustee or director received remuneration nor are accruing retirement benefits via the company defined benefit pension scheme.

Trustees' expenses

Travel cost and expenses amounting to £Nil (2024 £Nil) were incurred for 4 (2024 5) members of the management committee.

THE ROWAN ORGANISATION

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025

10. STAFF COSTS

	2025	2024
	£	£
Wages and salaries	638,331	565,412
Social security costs	44,270	37,903
Other pension costs	24,684	24,459
	<u>707,285</u>	<u>627,774</u>

The average monthly number of employees during the year was as follows:

	2025	2024
Advice and information	9	9
Administration and finance	18	17
Managerial	2	2
	<u>29</u>	<u>28</u>

No employee earned more than £60,000 per annum during the year.

No trustee or director received remuneration nor are accruing retirement benefits via the company defined benefit pension scheme.

There were 24 (2024 -23) members of staff accruing benefits under auto-enrolment.

The total amount paid to key management personnel is £100,896 (2024 - £95,071). The charity consider its key management personnel to comprise of the chief executive, finance strategic lead and the business and development lead.

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £
INCOME AND ENDOWMENTS FROM	
Donations and legacies	15
Charitable activities	
Charitable Funds	458,801
Other income	459,562
Total	<u>918,378</u>
EXPENDITURE ON	
Charitable activities	
Charitable Funds	<u>827,630</u>
NET INCOME	90,748
RECONCILIATION OF FUNDS	
Total funds brought forward	(18,958)

THE ROWAN ORGANISATION

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025

11.	COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued		Unrestricted fund £
			71,790
	TOTAL FUNDS CARRIED FORWARD		71,790
12.	TANGIBLE FIXED ASSETS		Fixtures and fittings £
	COST		
	At 1 April 2024		170,436
	Disposals		(170,436)
			-
	At 31 March 2025		-
	DEPRECIATION		
	At 1 April 2024		170,436
	Eliminated on disposal		(170,436)
			-
	At 31 March 2025		-
	NET BOOK VALUE		
	At 31 March 2025		-
	At 31 March 2024		-
13.	STOCKS	2025	2024
		£	£
	Stocks	48	48
		48	48
14.	DEBTORS	2025	2024
		£	£
	Amounts falling due within one year:		
	Trade debtors	30,957	45,768
	Accrued income	50,025	51,859
		80,982	97,627
		80,982	97,627
	Amounts falling due after more than one year:		
	Other debtors	1,200	1,200
		1,200	1,200
		1,200	1,200
	Aggregate amounts	82,182	98,827

THE ROWAN ORGANISATION

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Trade creditors	25,931	35,255
Social security and other taxes	12,592	11,776
VAT	23,980	24,493
Other creditors	13,814	53,518
Deferred income	80,398	66,789
Accrued expenses	10,564	11,206
	167,279	203,037

16. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2025	2024
	£	£
Within one year	13,287	4,887
Between one and five years	17,652	13,438
	30,939	18,325

17. MOVEMENT IN FUNDS

	At 1.4.24	Net movement in funds	At 31.3.25
	£	£	£
Unrestricted funds			
General fund	71,790	13,445	85,235
	71,790	13,445	85,235
TOTAL FUNDS			

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	929,071	(915,626)	13,445
	929,071	(915,626)	13,445
TOTAL FUNDS			

THE ROWAN ORGANISATION

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025

17. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	(18,958)	90,748	71,790
TOTAL FUNDS	<u>(18,958)</u>	<u>90,748</u>	<u>71,790</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	918,378	(827,630)	90,748
TOTAL FUNDS	<u>918,378</u>	<u>(827,630)</u>	<u>90,748</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.23 £	Net movement in funds £	At 31.3.25 £
Unrestricted funds			
General fund	(18,958)	104,193	85,235
TOTAL FUNDS	<u>(18,958)</u>	<u>104,193</u>	<u>85,235</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,847,449	(1,743,256)	104,193
TOTAL FUNDS	<u>1,847,449</u>	<u>(1,743,256)</u>	<u>104,193</u>

THE ROWAN ORGANISATION

NOTES TO THE FINANCIAL STATEMENTS - continued **FOR THE YEAR ENDED 31 MARCH 2025**

18. EMPLOYEE BENEFIT OBLIGATIONS

The Rowan Organisation operated a funded pension scheme, established under Warwickshire County Council pension Fund, providing benefits based on final salary up to 31 March 2018.

The assets of the scheme are held separately from the those of the charity.

At 2016, the pension scheme was 82% funded and there was a deficit recovery period over 19 years to make that up to 100% funded. The common employer contribution rate if the scheme was 100% funded is 29.2%, however The Rowan Organisation was paying an employer contribution rate of 31.4% which included an element of deficit recovery.

From 31 March 2018, The Rowan Organisation is an exited scheme employer. Therefore there are no employees contributing to the scheme from that date. The Pension Fund instructed its actuary to calculate an exit payment in accordance with Regulation 64 of the Local Government Pension Scheme Regulations 2013. The exit payment due to the Pension Fund from The Rowan Organisation was £993,000. As The Rowan Organisation is unable to pay the exit payment, the Pension Fund have entered into a legal agreement with The Rowan Organisation and the County Council (as guarantor) to confirm that the County Council will meet the outstanding liabilities regarding the exit payment in place of The Rowan Organisation. The Rowan Organisation will remain liable for the early strain payment of £28,812 and have entered into a repayment agreement with the pension fund to repay this from 1 February 2021 by 115 instalments of £250 and a final instalment of £62. At 31 March 2025, £16,562 (31 March 2024 - £19,562) was outstanding.

Following the closure of the Local Authority final salary pension scheme, all new employees were offered a stakeholder pension scheme instead. Any existing employees who have not joined a pension scheme as yet and the employees who were formerly in the Local Authority pension scheme will be able to join the new auto enrolment scheme if they so choose.

The pension cost and charge represents contributions payable by the charity to the fund, to the stakeholder pension scheme and to the new autoenrollment scheme. The contributions amounted to £24,684 (2024 £24,459). At 31 March 2025, £4,814 (2024 - £4,175) was outstanding.

19. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2025.

20. PURPOSE OF FUNDS

There are currently no designated or restricted funds in the current or prior year.

NBS232 - Charity Accounts 31.03.2025

Final Audit Report

2026-01-30

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