

ANNUAL REPORT

LATIN LINK 2023-24

REPORT AND FINANCIAL STATEMENTS
OF THE TRUSTEES FOR THE YEAR
ENDED 31 MARCH 2024



Latin Link
COMMUNITY WITH A CALLING



LATIN LINK

Report and financial statements of the trustees for the year ended 31 March 2024.

The trustees are pleased to present their report together with the financial statements of the charity for the year ended 31 March 2024.

This report also contains the information required by the directors' report under company law.

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WELCOME

LATIN LINK ANNUAL REPORT 2023-24

There are certain words and phrases that stay in your mind for a long time. One such phrase became an important part of the language of the local church I was part of some years ago, and it related to how people perceive and engage with church. The phrase had just three words: believe, behave, belong. The interesting thing about these words was not just the words themselves, but the order of them – the idea being that, in relation to church engagement, older generations may first believe and trust in Christ, then behave in a way that is fitting for a Christian, and then as a consequence, have a sense of belonging. Conversely, at that time, the point was being made that younger generations would first seek to belong, then behave, then believe. But isn't it true that all of us – regardless of age, nationality, or culture – have a deep-felt need to belong? It's part of what makes us human.

Of course, scripture is clear about the importance of the church being a place of welcome: "I was hungry. And you gave me something to eat. I was thirsty. And you gave me something to drink. I was a stranger. And you invited me in" (Matt. 25:35, NIRV). William Temple's famous quote conveys the same challenge: "*The church exists primarily for the benefit of those who do not belong to it*". Incidentally, this

quote was a key feature of the RHS Chelsea Flower Show 2024 garden created by St. James' Church Piccadilly, the church where William Temple was rector during the First World War. Even in the face of war, welcome was a priority.

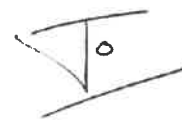
'The Wonder of Welcome' has been a theme for Latin Link during this past financial year, and I would encourage you to read Issue 51 of *Latinfile* to see how this is being worked out through the many ministries in which our workers are serving, and indeed much of the content of this report will also testify to that. The principle of welcome underpins everything within the Latin Link community: the Lord is continuing to build his church and many of our workers have had the joy of welcoming new members into their respective church families.

Here in Britain and Ireland, our whole team has worked unrelentingly to ensure our organisation not only operates effectively, but is a place where people can belong. It has been a joy to welcome new Steppers and Striders to serve in Latin America, and whilst we were very sad to lose Joanna McCree and Will Catchpole from our Programmes team, we were delighted to welcome Tony Lewry. We also felt the loss of Noreen Bennett and

James Butler, two of our valued trustees who stood down due to increasing commitments elsewhere. We're so grateful for the people the Lord has brought our way to serve his mission through Latin Link and we continue to pray for his provision of the right people in the right place at the right time.

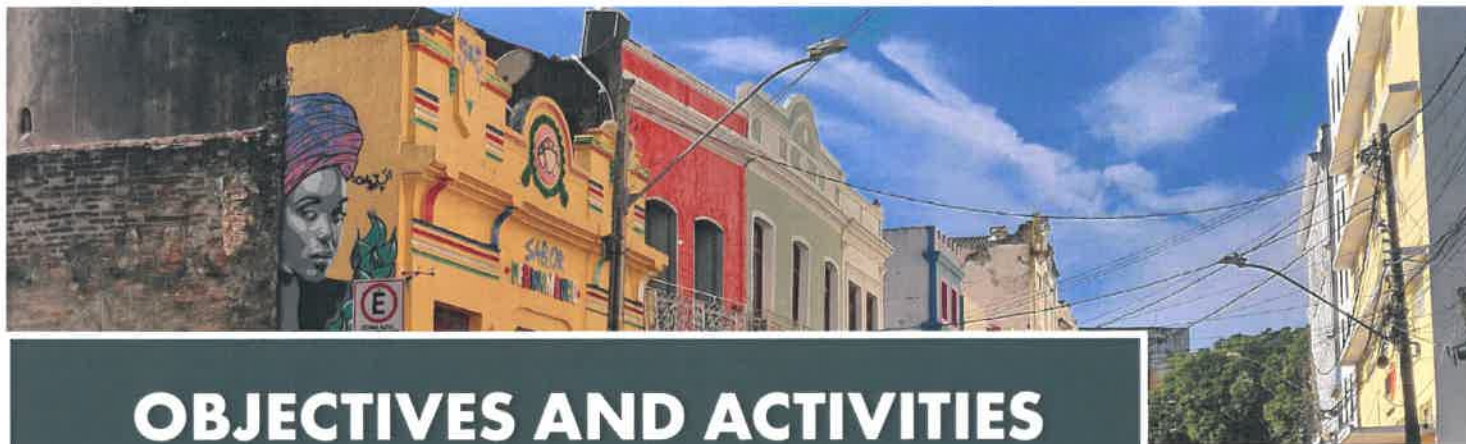
As ever, we not only give thanks to God for all he has equipped us for and enabled us to achieve in the past year, but we give thanks to God for you, without whom this vital ministry would not survive. So many of you pray faithfully, give sacrificially, and encourage willingly. We trust you will continue to stand with us as we navigate the many challenges before us, and as we work to see the kingdom of God extended through the welcome we offer to others.

God bless,



Jo Jowett
Chair of Trustees





OBJECTIVES AND ACTIVITIES

CHARITABLE OBJECTIVES

To advance the mission of Christ, principally in and from Latin America and also amongst Spanish and Portuguese speaking people elsewhere in the world, and in particular (but without limitation to the foregoing) to join in evangelism, church-planting, the discipling of Christians and the training of leaders, working in partnership with Christians in Latin America.

To provide relief of those who are suffering hardship or injustice by reason of their physical, social, environmental or economic conditions, including working to prevent the causes of such hardship and injustice.

VISION STATEMENT

Our vision is to see vibrant, Bible-believing Christian communities in every part of Latin America, impacting their neighbours, their societies and the wider world.

WHAT WE DO

The charity works in partnership with churches to send and receive individuals, families, and teams to and from Latin American communities, to share the love of God.

This takes place through three programmes:

Step: short-term mission and discipleship programme for teams, lasting 3–16 weeks

Stride: placements for individuals, couples or families, lasting 6–24 months

Stay: open-ended placements lasting three years or more. This longer-term commitment follows on from a two-year Stride.

In all three programmes, our members are involved in helping local churches and Christians to meet a diverse range of needs, from caring for children at risk to training church leaders; from supporting university students to generating employment opportunities.

This is a reflection of our commitment to integral mission; we believe that sharing the gospel includes addressing both physical and spiritual needs.

Key to our work is partnering with Latin American Christians for the advance of the mission of Christ, principally by placing people strategically in ministries of Mission Mobilisation; the Reduction of Bible Poverty; and the Increase of Human Dignity.

We seek to enable the Latin American church, flourishing in depth and numbers, to better fulfil its mission in the world.

VALUES

Our mission springs from a desire to be involved with God in his work, and to bring honour to him. We believe that enabling people to follow their heart to fulfil a calling is how God uses Latin Link to achieve his purposes.



WHERE WE WORK

The major area of activity is the placement of people on an ongoing basis in Latin America and Europe, to work alongside local partner churches and Christian organisations.

In the year 1 April 2023 to 31 March 2024, Latin Link Britain and Ireland had 64 Stay members serving alongside the local church in Argentina, Bolivia, Brazil, Chile, Colombia, Costa Rica, Ecuador, Guatemala, Mexico and Peru (in Latin America) and

in Britain, Ireland and Spain (in Europe). This does not include UK office and regional staff, who are also Latin Link members.



ACHIEVEMENTS AND PERFORMANCE

INTRODUCTION

Latin Link is a mission organisation, facilitating individuals, families and teams to share the love of God, with and from Latin American communities. We enable Christians to live out their God-given calling to introduce others to Jesus, so they can come to know his life-transforming love and power.

Our members use their skills to serve in integral mission, caring for both the spiritual and physical needs of individuals. They do this in a variety of ways, often focusing particularly on communities affected by poverty and injustice.

In the following sections, we will provide examples of the work being achieved through each of these three programmes. We hope that these give a flavour of

the breadth and impact of Latin Link's ministry.





STAY PROGRAMME

Latin Link's Stay programme is designed for committed Christians who feel a call to longer-term mission. Stay members have previously completed Latin Link's Stride programme.



STAY PROGRAMME 2023-24

Stay members commit to using their skills and experience for longer-term service, investing time in building relationships to see a real impact on the individuals and communities with whom they serve. They partner with the local Latin American church in a whole variety of different ministries. Overall, this has been a positive year for the Stay programme though the number of individuals applying to be Stay missionaries is still lower than it used to be. It is also fair to say that the length of time long-term missionaries serve for has declined over the last few decades.

Stay members have continued serving in a range of activities. Their work ranges from training church leaders to supporting vulnerable children, from prison ministry to schools' work, and from creation care to church planting. It is encouraging to see not only the impact that Stay members sent from the UK to Latin

America are having but also the significant impact Latin American members who have come to serve in the UK are having in the churches they serve in. During the year we have seen an increase in those who feel called to serve in Spain and expect the Latin Link team there to grow.

In the stories below we have provided a flavour of the type of work Stay members are involved in.



ABBY'S STORY

Abby Murphy is based in Santo Domingo, Ecuador. She is involved in two local projects working with children - *Vida en Abundancia* (Life in Abundance) a project for children and young people with learning disabilities, and the Orphaid's children's home. Within the Orphaid's project, Abby has been leading work to get alongside the older children as they prepare for life outside of living in the home.

Abby also serves as part of the student and evangelism ministry at the First Baptist Church, and has started gathering the local university students to create a space where they can support one another as they work out what it looks like to follow Jesus at university.

As the Short-Term Coordinator for Latin Link Ecuador, in 2023-24 Abby supported four Striders who arrived to join the growing team, as well as welcoming a Step team.

Abby has witnessed the longer-term impact a short-term mission team can have. For example, a Spring Step team did construction work on land owned by the Central City

Church, and hosted a community event, inviting 150-200 local people. The church was impacted by the team's idea, and many connections were made which have continued to bear fruit.

Abby was amazed at how the Step team's obedience acted as a catalyst to encourage the church. Many were blessed by the commitment the team and the community had. The first lady from the community got baptised in the village river as she got to know more about Jesus through the monthly events, which the church now run in the area.

Scan the QR code to watch a full video update from Abby.



PHIL & CAROLINA'S STORY

Since 2022, Phil and Carolina Rout have been serving in Anápolis, Central Brazil at a residential theological seminary (*Seminário Teológico Cristão Evangélico*), having previously served in São Paulo. Most of the 50 students at the college are preparing for pastoral ministry, to be missionaries, or to work in Christian education.

As a family they live on the campus and Phil is a part of the teaching staff and oversees the world missions group. Phil has encouraged students to get more excited about the gospel and live it out in their context.

One student said that Phil helped him see that you can be faithful to the Bible while still making it interesting.

"I learned from Phil that preaching is not simply a theoretical act, that we follow a method and that's it. Preaching is an action of the Spirit and seeing this in Phil's life is inspiring."

Pedro, Student



In addition to looking after their home and family life, Carolina is involved in children's ministry, including training Sunday School teachers. This year Carolina has been coordinating a team of volunteers who are translating the Mustard Seeds Sunday School materials which help children learn to read and apply the Bible themselves. They plan to share this material with other churches so that it blesses more children across Brazil.

Phil and Carolina both have roles in the Latin Link Brazil team - Carolina is the administrator and an executive team member, whilst Phil coordinates the placements for incoming Striders.

Phil has been in Brazil with Latin Link for 16 years and describes the support provided as a safety net, acknowledging that being a missionary is much more complex than you might think.

"Phil and Carolina have helped me see how it is possible to develop a leadership ministry with intimacy and transparency towards those under your authority."

Natalia, Student

Phil and Carolina continue to sow the seeds of the gospel faithfully and thoughtfully. They want to witness some of the longer-term fruit of the work, such as seeing young people going into ministry and live their whole lives in a way that reflects Christ.



PAUL & RUTH'S STORY

Paul and Ruth Turner are based in Lima, Peru. Paul is involved in developing Christian leaders across the country through the Arrow leadership programme. He also works closely with the leaderships of the International School in Arequipa and the *Turmanyé* (Rainbow) association in Huaraz. Ruth serves on the Latin Link International Core Team where she coordinates the area of member care. She also works alongside churches and mission agencies in Peru to develop member care resources and training for mission workers sent from Peru.

Ensuring strong connections between local churches and our Stay members is of vital importance, as Paul outlines:

"Latin Link simply would not exist without the church. Local

churches play a vital role in identifying, equipping, sending, and supporting Latin Link members. As they arrive in their country of service members are welcomed by local churches who provide training, care, and opportunities to serve. The local church is like a golden thread that runs through all our work as a community.

Latin Link members are also involved in strengthening the church across Latin America in a variety of ways, from training pastors and leaders to developing teaching resources for children and adults; from disability ministries to helping the church be more welcoming to migrants and other marginalised groups.

One of Latin Link's core values is unity in diversity. My experience time and again is that we are

stronger when we work together, valuing each other's contribution, encouraging one another, giving thanks for the unique people God has made us to be, and the unity we have in Christ and his mission."



JOEL & MAYRA'S STORY

Joel and Mayra González Gómez serve in Puebla, Mexico. They started a church plant in their garage in 2021, and now have around 15-20 people attending each week. They have been greatly encouraged by what God has been doing in their community. Mayra and Joel said:

"Being part of Latin Link has provided us with a deep sense of



community and belonging. The holistic support

that we have received from and through Latin Link, spiritually, emotionally, financially, and practically, has given us the fuel to endure and persevere in our ministry in Puebla for the last nine years now, and to do so with some measure of success.

We have also been incredibly blessed to have a number of short-term missionaries on placement with us, via Latin Link's Step and Stride programmes, who have helped us strengthen our ministry in local schools, orphanages and church plants. Having people come to serve in this way helps to demonstrate to local churches and the local people that God is with us and that we are part of God's big mission story.

The support we receive from

Latin Link not only makes a huge difference to our lives, but also to the lives of the people we are seeking to serve. People like Dylan and Alexis, young leaders that have been supported by our ministry and are now helping drive forward the church plant San Pablo in Puebla. Also, we have paved the way for Raul, a well-known local pastor who is now in charge of the new local church network across central and south Mexico with a strong focus on equipping local leaders.

We were also able to show local unchurched families facing financial hardship, that is so common in our community, that they are not alone, as we provided food parcels or help with gas and electricity bills, when required."



STRIDE PROGRAMME

Using individual skills and giftings, Striders are generally based in a project for between 6 and 24 months (shorter medical electives are available). Even in the shorter placements, Striders find that they can have a big impact– as well as being greatly impacted themselves.

STRIDE PROGRAMME 2023-24

Step (see page 14) and Stride continue to operate well together and we are pleased to see this as an effective way for people to explore a potential longer-term calling to mission in Latin America.

The increasing number of applicants to the Stride programme is encouraging, as is the fact that some Striders are considering long-term service. Our hope and prayer is that the programme will continue to grow over the next year.

During the 2023–2024 financial year we sent 10 new Striders to Latin America. They served in Guatemala, Brazil, Argentina, Bolivia and Ecuador. We have had a good mix of language students and health professionals as well as others. Over the next year we would like to see more people applying for longer-term placements than we have at present.

The cost of living crisis continues to be a challenge to those who wish to serve on the Stride programme but we are thankful this seems less of an issue than it was last year.

During 2023–2024 members of the Programmes team moved on to new roles and replacements were sought. These staff changes have brought challenges but they have also brought new strengths and experience to the team.

Read on to hear about the experience of one of our Striders Beth Marshall.





BETH'S STORY

Beth Marshall is a primary school teacher from Wirral, England. She has been serving in an international school in Brazil. Her main role is to support and mentor teenage girls during day-to-day life, which involves helping with homework, supervising cooking and doing craft activities. She also runs weekly dance classes with the younger girls living at home and teaches English.

Latin Link has been with Beth every step of the way from helping her prepare for her placement to support in country.

"The Brazil team have welcomed me with open arms! Brazil is a huge country which means we aren't able to meet up in person that often however, we have online video calls to share news and pray for one another."

When she arrived, as part of her orientation, Beth had meetings with various team members who shared their wisdom on cross-cultural mission to prepare her for what she may experience.

Her supervisor and mentor have played an integral part in her feeling settled. They meet regularly to advise her on improving her work and strengthening her relationship with God. It is a valuable way for her to share her thoughts, feelings and observations.

Beth has discovered how deeply intertwined Latin Link itself is with the community of Anápolis. It has hugely impacted the people she encounters there, such as the pastors and grandparents who became Christians because of the many missionaries from Latin Link who have played their part in God's wider plans for Brazil.





STEP PROGRAMME

Step is Latin Link's short-term mission programme for teams. Step teams share God's love in a very tangible way as they live and work alongside Latin Americans, offering their support through practical and community-based projects.

STEP PROGRAMME 2023-24

Working closely with Latin Link's in-country Short-Term Coordinators, Step teams are assigned to a variety of projects, with an emphasis on working in partnership with the local Latin American church. These projects are very varied. They can include evangelistic outreach via sport or on the street; social action such as building churches and other community facilities; feeding programmes; or providing support for rehabilitation centres.

Step projects are arranged where Latin Link Stay members are already working, or with projects that they have contact with and knowledge of. They are run in partnership with local churches and other non-government organisations, with similar mission objectives. By always having the bigger picture in mind, we ensure that Step feeds into longer-term, sustainable mission, and that it addresses both physical and spiritual needs.

Between April 2023 and March 2024, we sent 27 Steppers to serve in Latin America. Teams were sent to Argentina/Bolivia, Mexico/Costa Rica, Colombia, Ecuador and Peru. Most teams were made up of individuals from several churches,



but one was a team from just one church. A priority for Step continues to be to give a broader understanding of cross-cultural mission, in the hope some may be inspired to respond to a longer-term calling to Latin America.

STEP REPORTS 2023-24

PERU

On the day they landed in Arequipa, the Step team were welcomed by some of the Latin Link team who are based there, where they were given a detailed induction into Peruvian culture.

Once settled, they served alongside the local staff and volunteers at the International School and the Shalom Centre, which supports children with additional needs and their families.

The team supported with the delivery of a three-day camp, and were so blessed to witness how God worked in everyone, even in the small details, which gave them so much encouragement.

"We have seen our Heavenly Father's love in so many unexpected ways - from the delight of a daughter on recognising her mother as she approached, to the pleasure of a three year old enjoying a simple game of 'give me five' when conversation isn't possible."

The camp was such a joyous time for family and friends. From the fun and laughter over team games, to dancing around the bonfire and Bible-related activities. Through the dedication of the Step team and local staff working together, God demonstrated his gracious love in every encounter.

COLOMBIA

The Step team had an exciting and faith-filled experience during their time in Colombia, whilst adjusting to the heat and new culture.

The team had the opportunity to visit various primary schools on the outskirts of Barranquilla, to support the children with their English, including teaching the names of animals and singing songs together.

They visited local project *Fundación sus Propósitos* (Purpose Foundation) which seeks to bring Colombian and Venezuelan culture together, and in particular provides arts activities to help children from difficult backgrounds express themselves. The team supported a session which included music and dance, a craft station for painting, and a Bible devotional. The Step team also had the opportunity to speak at local churches and youth groups. They were able to share about their personal relationships with God and encourage the local Christians.

The whole team were blessed by how God also revealed himself to them through the local churches, community and projects.

ECUADOR

In 2023-24 we facilitated a Connecting Step team in Ecuador for the first time, which meant that some of the team were sent from Britain and Ireland, and some from Latin America. We were so excited to see this cross-cultural team working together to serve God in Ecuador.

The team served for three weeks in Santo Domingo de los Tsáchilas, Ecuador. Whilst there the team worked alongside a local church to advance their construction on a new plot of land, and also supported with evangelistic activities to connect with the local community. The team said of their experience:

"Everyone was so hospitable to us, we were very well received and welcomed. This is particularly true for the church plant in San Pedro, where we enjoyed a meal together after the service. It was clear to us that God was working in the community as the church is steadily growing in attendance. God's presence was even there in our game of football which had more players every minute, not just from the church but from the local community."



"As well as working on the church construction site during the day, we have enjoyed spending more time with the church community. They've all been so generous in cooking lots of food for us, and the feeling of fellowship among everyone hasn't been hindered by the language barrier. We've all been touched by the musical forms of worship here – whether it's one lead singer with a guitar, or a whole band – it's been an amazing way of connecting with our new church family and praising God together."

SERVING IN BRITAIN AND IRELAND

Alongside sending members to Latin America, Latin Link facilitates Latin Americans to serve across Britain and Ireland. We firmly believe in the effectiveness and importance of multi-directional mission, where God calls and sends people from all nations to use their gifts in a cross-cultural setting

Between April 2023 and March 2024, we had 16 members serving throughout Britain and Ireland in a variety of placements. This year, we have been greatly encouraged by how God has used our members in their local ministries. There are so many stories we could share of how God has been at work, and one such example is through the ministry of Jhonny Corado.



Jhonny is a Strider from Guatemala who has served as a youth and community worker at St Barnabas Church in Winchester.

Jhonny has helped develop a variety of youth and children's

programmes across the church, connecting with several creative groups and leading worship in Spanish. Many have said how much they have felt blessed by him and felt the Holy Spirit as he helped with worship.

Through all these experiences, and the harder moments, Jhonny has witnessed God at work through the support of the local community in Winchester. People have prayed for him regularly and he has enjoyed fellowship with the local church family.

Ed Dines, the vicar at St Barnabas Church, who was himself part of a Summer Step team serving in Guatemala in 2022, told us:

"Jhonny has been absolutely amazing! He has brought a beautiful and gentle yet powerful witness to both the church and the community. When people discover that we have a Guatemalan serving with us, just because he is following God, they are amazed! He has opened people's

eyes to another way of living, demonstrating both sacrifice and love.

People of all ages love him and are always willing to listen...not just about his life, but about God. He carries the love of God with him

and this shines through in all his encounters. Simply being from Latin America often opens doors and conversations that others can't have because they wonder why he has come... and then they learn about God's calling and they listen."

"For me, Latin Link is like the pedal looms that we have back home in Guatemala. Through my Stride placement threads from Guatemala and the UK are interwoven, with the Holy Spirit spinning each part, making a unique and precious tapestry designed by God."

Jhonny Corado, Strider.

As with previous years, a key need that the Latin Link team has identified is the development of church partnerships, to inspire more churches across Britain and Ireland to consider receiving and hosting mission workers, and to commit to supporting them. There is no shortage of Latin Americans with a call and desire to serve here, but there is a limited number of placements available. Our hope and prayer is to see more opportunities arising in the year ahead.

Scan the QR code to read more from Jhonny in our *Latinfile* magazine.



MOBILISING CHURCHES

Latin Link is a community with a calling to love God and our neighbour. We love to equip people to step into God's story however they can.

Our network of volunteers across Britain and Ireland, known as Story-sharers and Mobilisers, help us do just this! They meet together once a term for online training and equipping sessions, to be inspired by the testimonies of other mission workers, learn new skills, and hear about new resources that help them spread the word about Latin Link in their context.

Here are some key highlights from our Mobilisation team in 2023-24:

Inspire events: We hosted Inspire events in Glasgow, London, Reading, Ballyclare, Bangor, and Castlerock. These gatherings promoted multi-directional mission between Latin America and Europe, showcasing opportunities for ministry and sharing moving testimonies from our members including Latin Americans serving in the UK through Latin Link.

Latin Nights: Held in Edinburgh, Plymouth, and Belfast, our Latin Nights celebrated cross-cultural ministry in Latin America. These events featured multilingual worship in Spanish, English, and Portuguese, raising the profile of our work and uniting communities in worship and praise.

Church visits: We visited dozens of churches throughout the UK,

encouraging congregations to step into God's big story of mission. These visits raised awareness of Latin American mission work and supported mission candidates in discerning God's calling.

Eden's story

In Scotland, our Mobilisation efforts have had a profound impact, exemplified by stories like Eden's. Eden, a compassionate young girl from Dunbar, encountered the gospel just three years ago. In her final year of high school, she felt called to serve in Colombia, assisting Venezuelan migrants. During a church visit, she met one of our Mobilisers and applied to Latin Link.

Our Mobilisers guided Eden through her newfound calling, helping her prepare for her mission. Eden and her Step team served brilliantly for three weeks, offering aid and hope to a Venezuelan migrant community. This experience was transformative for both Eden and those she served. It is a real privilege for our Mobilisers to guide young people like Eden in fulfilling God's call.

Eden is now back at university, studying law while remaining actively involved in her local church and Christian Union. Her story continues to inspire others to engage in mission work and live out their faith in practical ways.

By inspiring and equipping individuals to step into God's story through our mobilisation work, we have been able to:

Strengthen church partnerships: Our engagements have fostered stronger relationships with churches, leading to more collaborative mission efforts.

Empower volunteers: Through training and hands-on experiences, we have empowered volunteers to make meaningful contributions to the communities they serve.

Create lasting change: The projects and initiatives undertaken by our teams have led to significant improvements in the lives of people in Latin America, furthering our mission to create vibrant, thriving Christian communities.



As we reflect on the past year, we are grateful for the dedication and passion of our volunteers, members, supporters, and church partners. Together, we continue to answer God's call, mobilising his people for local and global mission.

FINANCIAL REVIEW

2023-2024

INTRODUCTION

The financial year that ended 31 March 2024 was encouraging, despite the ongoing cost-of-living crisis. We thank God for the constant prayer and financial support we receive in these difficult times.

The unrestricted income during the year was £798,751 (2023: £719,921), with unrestricted expenditure being £715,180 (2023: £738,630). Restricted income was £1,128,739 (2023: £1,024,086) with restricted expenditure being £1,054,290 (2023: £930,710). During the past financial year there was a net income of £158,020 (2023: net income of £74,667) which has enabled us to bring our reserves within our reserves policy level.

Our General Funds level increased by £78k ending the year with £178k (2023: decreased by £31k ending the year with £100k). Designated Funds have increased by £5k (2023: increased by £12k) whilst Restricted Funds have increased by £74k (2023: increased by £93k). Within the Restricted Funds, the Step Fund has a deficit of £31k (2023: deficit of £45k) which accumulated during 2020-22 as the Step programme was curtailed due to the pandemic. As this programme has re-emerged, we expect the deficit will reduce year on year. Our main priority is to continue to increase the numbers on our Stride programme and begin to increase the numbers on the Stay programme, in order to grow the impact of the charity's work and its long-term sustainability.

FUNDRAISING

Latin Link is registered with the Fundraising Regulator and all our fundraising activities comply with the Code of Fundraising Practice. Fundraising staff monitor and report regularly to the trustees. Fundraising Guidelines are always provided to all volunteers who are involved in raising funds.

The trustees wish to express their gratitude to all the individuals, churches, and other organisations who have donated funds to Latin Link and our members. We acknowledge that, in the current financial situation within the UK and overseas, some supporters may be in financial difficulties and for this reason we never pressure anyone to make a gift. Our Fundraising Complaints Policy is easily accessible on our website.

Latin Link continues to receive support from some commercial participators, and we have an agreement in place with each of these, which fully complies with the Code of Fundraising Practice requirements. We do not use professional fundraisers. There have been no complaints or criticisms during the year about our fundraising activities.

LOOKING FORWARD

Our main objectives are:

1. As set out in the introduction, a key priority is to increase the numbers on our Stride and Stay programmes, as these have a direct connection to our long-term impact.
2. Continuing our strategy of developing our contact with UK Christians and engaging them in what God is doing in Latin America, with the aim of sustaining and expanding multi-directional mission.

3. Developing our church engagement strategy.
4. Developing our work and impact in Latin America through our programmes.
5. With all the current financial uncertainties in the world a priority must be to secure and maintain a sustainable balanced budget, together with having a flexible approach to developments in global mission.

GOING CONCERN

The trustees acknowledge that there are financial risks to the charity, including inflation and a possible slowdown in the UK economy. These could increase costs, reduce donation income and reduce rental income. The trustees have reviewed the circumstances of the charity and consider that it is a going concern and that they believe that sufficient resources are available to fund the activities for the foreseeable future.

PRINCIPAL FUNDING SOURCES

We do depend on the faithful support and generosity of so many individuals, churches, and other organisations, and without this giving, we would not be able to serve God in this way, so we continue to be thankful for the Lord's faithfulness to our work.

INVESTMENT POLICY

Under the Memorandum and Articles of Association, the charity has the power to deposit or invest funds subject to the same conditions as trustees of a trust are permitted to do so by the Trustee Act 2000, as set out in the standard investment criteria of that Act.

The trustees, having regard to the liquidity requirements of the charity and to the reserves policy, have operated a policy of keeping available funds in easily realisable assets, seeking to maximise income and

capital growth in line with principles relating to sustainable and responsible investment. Our investment in our residential apartments shows excellent occupation level and continues to provide a steady income and to contribute to our mortgage costs. The overall return achieved on other investments and deposits during this period has been very low, but currently a recovery in interest rates gives rise to a degree of optimism that rates will continue to improve.

RESERVES POLICY

Our reserves policy is that the unrestricted funds not committed or invested in tangible fixed assets held by the charity should be at least equal to 25% of expected unrestricted expenditure for the next year (i.e. three months of operational costs) in order to respond to any unforeseen changes in circumstances and levels of income. This is currently calculated to be at least £174k. Free reserves at 31 March 2024 were £219k (2023: £139k). This is within the reserves policy level and is considered adequate to meet the needs of the charity.

TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

The trustees (who are also directors of Latin Link for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards including Financial Reporting Standard 102; the Financial Reporting Standard applicable in the UK (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 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 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 (FRS 102);
- make judgments 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 charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006, The Charities Act 2011 and UK GAAP. 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 auditor is 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 auditor is aware of that information.

Auditors

A resolution will be proposed at the Annual General meeting that Jacob Cavenagh & Skeet be re-appointed as auditors to the charity for the ensuing year.

By order of the trustees



Jo Jowett
Chair of Trustees

12 September 2024

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF LATIN LINK

OPINION

We have audited the financial statements of Latin Link (the 'charity') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the 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, 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 March 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, the Charities and Trustee

Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 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 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 directors' 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 12 months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors 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, including the directors' report, other than the financial statements and our auditor's report thereon. The directors are responsible for the other information contained within the annual report. 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.

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.

OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the Trustees' Report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Trustees' Report has been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included with the trustees' report.

We have nothing to report

in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

RESPONSIBILITIES OF DIRECTORS

As explained more fully in the directors' 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 directors 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 directors either intend to liquidate the 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 44(1)(c) of the Charities and Trustees Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with the Acts 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the company, we identified that the principal risks of non-compliance with laws and regulations related to company, employment and financial reporting legislation and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and the Charities Act 2011.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by making enquiries of management, considering the internal controls in place and discussion amongst the engagement team. We determined that the principal risks were related to management bias in

accounting estimates, possible omission of legacy debtors, revenue recognition, insufficient evidence of how charitable funds are ultimately spent, presentation of separately disclosed items and management override of controls.

In response to the risks identified we designed procedures which included, but were not limited to: challenging significant accounting estimates, reviewing all legacy correspondence, performing substantive testing on a sample of income and expenditure transactions, agreeing financial statement disclosures to underlying supporting documentation, identifying and testing journal entries, reviewing Trustees' meeting minutes and evaluating the charity's internal controls.

There are inherent limitations in the audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion. A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This

description forms part of our auditor's report.

USE OF OUR REPORT

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charitable company's trustees, as a body, in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members as a body, for our audit work, for this report, or for the opinions we have formed.



**Miriam Hickson FCA
(Senior Statutory Auditor)
for and on behalf of
Jacob Cavenagh & Skeet
Statutory Auditor**

Chartered Accountants

5 Robin Hood Lane
Sutton, Surrey
SM1 2SW

Dated: 12/09/2024

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
Income and endowments from:						
<i>Donations and legacies:</i>						
Donations & Legacies	2	382,822	5,524	7,599	395,945	423,699
Other trading activities	3	130,188	-	-	130,188	110,291
<i>Charitable activities:</i>						
Stay programme	4	280,217	-	959,659	1,239,876	1,061,833
Stride programme	4	-	-	108,115	108,115	74,473
Step programme	4	-	-	53,366	53,366	73,711
		280,217	-	1,121,140	1,401,357	1,210,017
Total income and endowments		793,227	5,524	1,128,739	1,927,490	1,744,007
Expenditure on:						
Raising Funds	5	107,503	-	-	107,503	114,828
Charitable activities	5	607,677	-	1,054,290	1,661,967	1,554,512
Total expenditure		715,180	-	1,054,290	1,769,470	1,669,340
Realised gains/(losses)		-	-	-	-	-
Net income for the year	6	78,047	5,524	74,449	158,020	74,667
Transfers between funds	15	-	-	-	-	-
Net movement in funds		78,047	5,524	74,449	158,020	74,667
Reconciliation of funds						
Total funds brought forward	15	100,408	1,558,936	576,153	2,235,497	2,160,830
FUND BALANCES CARRIED FORWARD		178,455	1,564,460	650,602	2,393,517	2,235,497

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

BALANCE SHEET AT 31 MARCH 2024

COMPANY REGISTRATION NUMBER: 2811525

	Notes	2024 £	2023 £
Fixed Assets			
Tangible Assets	9	344,595	355,576
Investment Property	10	1,900,000	1,900,000
Investments	11	50,018	50,018
		<u>2,294,613</u>	<u>2,305,594</u>
Current Assets			
Stock		180	400
Debtors	12	282,391	178,423
Cash at bank and in hand		686,971	623,565
		<u>969,542</u>	<u>802,388</u>
Current Liabilities			
Creditors falling due within one year	13	150,010	137,457
		<u>150,010</u>	<u>137,457</u>
Net Current Assets			
		<u>819,532</u>	<u>664,931</u>
Total Assets less Current Liabilities			
		3,114,145	2,970,525
Creditors falling due after more than one year	14	720,628	735,028
Net Assets			
	16	<u>2,393,517</u>	<u>2,235,497</u>
The funds of the charity			
Restricted income funds	15	650,602	576,153
Unrestricted income funds:			
Designated	15	1,564,460	1,558,936
General	15	178,455	100,408
		<u>1,742,915</u>	<u>1,659,344</u>
(including revaluation reserve of £689,313)			
Total charity funds			
		<u>2,393,517</u>	<u>2,235,497</u>

The notes on the following pages form part of these accounts.

Approved by the Board on 12 September 2024 and signed on its behalf

by:



Jo Jowett
Director and Chair of the Trustees

STATEMENT OF CASHFLOWS

FOR THE YEAR ENDED 31 MARCH 2024

	Note	2024 £	2023 £
Cash used in operating activities			
Surplus from ordinary activities		158,020	74,667
Adjustments for:			
Depreciation charges		11,726	10,527
Mortgage interest paid		45,856	34,287
Dividends, interest and rents from investments		(130,028)	(109,991)
Decrease / (increase) in stock		220	(380)
(Increase) in debtors		(103,968)	(110,790)
Increase in creditors (excluding mortgage)		11,273	2,548
Net cash used in operating activities		<u>(6,901)</u>	<u>(99,132)</u>
Cash flows from investing activities			
Dividends, interest and rents from investments		130,028	109,991
Purchase of fixed assets		(745)	(13,271)
Net cash provided by investing activities		<u>129,283</u>	<u>96,720</u>
Cash flows from financing activities			
Repayment of borrowing		(13,120)	(16,549)
Interest paid		(45,856)	(34,287)
Net cash used in financing activities		<u>(58,976)</u>	<u>(50,836)</u>
Increase / (decrease) in cash and cash equivalents in the year		63,406	(53,248)
Cash and cash equivalents at the beginning of the year		623,565	676,813
Cash and cash equivalents at the end of the year	(i)	<u>686,971</u>	<u>623,565</u>

(i) Analysis of Changes in Net Cash/(Debt)

	At 1 Apr 2023	Cash flows	Other non-cash changes	At 31 Mar 2024
	£	£	£	£
Cash at bank and in hand	623,565	63,406	-	686,971
Bank loans falling due within one year	(16,654)	(1,280)	-	(17,934)
Bank loans falling due in more than one year	(735,028)	14,400	-	(720,628)
Total Net Cash/(Debt)	<u>(128,117)</u>	<u>76,526</u>	<u>-</u>	<u>(51,591)</u>

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2024

1 ACCOUNTING POLICIES

The principal accounting policies are summarised below.

The accounting policies have been applied consistently throughout the year and in the preceding year.

(a) Basis of preparation

The financial statements have been prepared under the historical cost convention, as modified for the revaluation of investments to fair value, with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these financial statements. The financial statements have been prepared in accordance with the Companies Act 2006, Charities Statement of Recommended Practice (Charities SORP (FRS 102)) and Financial Reporting Standard 102 (FRS 102).

Latin Link meets the definition of a public benefit entity under FRS 102.

(b) Company status

The charity is a company incorporated in the United Kingdom and limited by guarantee. The address of its registered office can be found on the back cover.

(c) Going concern basis of accounting

The trustees have considered

the net incoming resources and cash flow forecasts for a period of twelve months from the date the accounts were approved. They believe that sufficient resources exist for the charity to continue its activities and meet all liabilities as they fall due for that period and therefore deem it appropriate to prepare the financial statements on a going concern basis.

(d) Fund accounting

Unrestricted funds are available for use at the discretion of the directors in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds are unrestricted funds set aside by the directors for specific purposes.

Restricted funds are to be used in accordance with specific restrictions imposed by the donors or through the terms of an appeal.

(e) Income recognition

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Voluntary income is received by way of donations, gifts and legacies and is included in full in the Statement of Financial Activities when receivable;

- Legacies are included where the legacy has been received or where it has been received after the year-end, the date the legacy becomes receivable is within the financial year and the amount is known with sufficient certainty;

- Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts;

- Investment income and appeal income is included when receivable; and income from charitable activities in respect of team members, projects and short-term programmes is included when receivable.

(f) Expenditure recognition

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

- Raising funds comprises costs associated with attracting voluntary income and the costs of attracting

income for fundraising purposes;

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

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

- All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource.

Costs relating to a particular activity are allocated directly; costs not directly attributable to specific activities have been apportioned on the basis of the relative size of their direct costs.

(g) Operating leases

Rentals applicable to operating leases in respect of office premises and office equipment are charged to the Statement of Financial Activities over the period in which the cost is incurred.

(h) Tangible fixed assets

Tangible fixed assets, apart from freehold land, are depreciated on a straight line

basis to write off the cost, less estimated residual value, over their expected useful lives.

Office equipment is depreciated at 20% per annum of cost, new computer equipment at 33% per annum of cost and freehold buildings at 2% per annum of cost.

Freehold land is not depreciated. Individual items under £1,000 are written off in the year of acquisition.

(i) Investments

Investments held as fixed assets are valued at fair value at the balance sheet date and the gain or loss taken to the Statement of Financial Activities.

(j) Debtors

Debtors are included at the settlement amount due and prepayments are valued at the amount prepaid.

(k) Cash at bank and in hand

Cash at bank and in hand consists of all amounts held in banks and short term deposits with maturity value of 30 days or less.

(l) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation arising from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and

provisions are recognised at their settlement amount.

(m) Financial instruments

The charity only has financial assets and liabilities of a kind that qualify as basic financial instruments.

Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

(n) Pension costs

Pension contributions are paid to defined contributions schemes operated by the EMA Pension Scheme. The assets of the pension schemes are held in funds that are administered independently of the company.

Contributions to the EMA Pension Scheme and other non-funded pensions are charged to the Statement of Financial Activities in the period to which they relate.

(o) Foreign currencies

Transactions in foreign currencies are recorded at the rate ruling at the date of the transaction. Balances denominated in foreign currencies are retranslated at the rate of exchange ruling at the balance sheet date and all differences are taken to the Statement of Financial Activities.

2 DONATIONS AND LEGACIES

	Unrestricted	Designated	Restricted	2024	2023
	£	£	£	£	£
Donations	252,814	5,524	-	258,338	264,744
Legacies	130,008	-	7,599	137,607	158,955
	382,822	5,524	7,599	395,945	423,699

3 OTHER TRADING ACTIVITIES

	2024	2023
	£	£
Property Rental	110,658	103,145
Investment income	19,370	6,846
Exchange rate gains/(losses)	-	-
Income from sundry sales	160	300
	130,188	110,291

4 INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted	Designated	Restricted	2024	2023
	£	£	£	£	£
Team & retired members, office staff	173,087	-	789,808	962,895	813,615
Ministries & Projects	-	-	169,851	169,851	153,566
Administration and Events	107,130	-	-	107,130	94,652
Step and Stride programmes	-	-	161,481	161,481	148,184
	280,217	-	1,121,140	1,401,357	1,210,017

5 EXPENDITURE

Costs directly allocated to activities	Voluntary Income £	Stride & Step programmes £	Stay programme £	Governance £	Fundraising & Publicity £	2024 Total £	2023 Total £
Team Member costs	-	-	931,067	-	-	931,067	883,164
Latin Partners costs	-	-	-	-	-	-	-
Ministries & Projects	-	-	127,203	-	-	127,203	93,094
Events	591	-	-	-	886	1,477	4,292
Fundraising & Publicity	6,426	-	-	-	9,638	16,064	30,470
Staff costs	-	22,531	-	-	-	22,531	30,536
Strider & Stepper costs	-	136,564	-	-	-	136,564	94,679
Professional fees	-	-	-	12,940	-	12,940	12,957
Trustee meetings	-	-	-	2,244	-	2,244	1,882
Mortgage interest and flats expenses	60,194	-	-	-	-	60,194	45,968
Other costs	-	-	-	619	2,033	2,652	2,953
Support costs allocated to activities							
General office, finance and coordinator staff	19,183	45,410	302,054	4,510	3,584	374,741	388,307
Premises	244	579	3,850	57	46	4,776	5,842
Office costs	1,897	4,491	29,874	446	354	37,062	36,596
Depreciation	600	1,421	9,452	141	112	11,726	10,527
Travel & hospitality	509	1,205	8,019	120	95	9,948	10,908
Other operational costs	936	2,215	14,735	220	175	18,281	17,165
Total expenditure	90,580	214,416	1,426,254	21,297	16,923	1,769,470	1,669,340

6 NET INCOME/(EXPENDITURE) FOR THE YEAR

This is stated after charging/(crediting) the following:

	2024 £	2023 £
Depreciation	11,726	10,527
Operating lease rentals: office equipment	960	960
Auditors' remuneration for audit services	8,300	7,680
Auditors' remuneration for other services	-	-

7 TAXATION

The charitable activities of the company are exempt from Corporation Tax.

8 STAFF INFORMATION

Staff costs were as follows:

	2024	2023
	£	£
Salaries	629,007	518,826
Social security costs	23,090	24,055
Pension costs	30,829	30,288
	<u>682,926</u>	<u>573,169</u>

No employee received emoluments of more than £60,000 during the current or previous year.

The trustees consider members of the Leadership Team, as disclosed elsewhere in these accounts, to be the key management personnel. The total employer's cost for these staff which includes gross salaries, pensions and employer's NIC is during the year £93,175 (2023: £93,824). Relatives of the key management personnel were paid £39,153 during the year (2023: £38,343).

The average number of employees during the year, calculated on the basis of full time equivalents, was as follows:

	2024	2023
Charitable activities	18	14
Office and administration	9	10
	<u>27</u>	<u>24</u>

The average number of employees during the year, calculated on the basis of headcount, was as follows:

	2024	2023
Charitable activities	21	18
Office and administration	15	15
	<u>36</u>	<u>33</u>

The charity continues to make an ex-gratia payment to top-up members' pensions, in lieu of inadequate pension provision for EUSA members who started serving before 1980. This year 14 members received these payments (2023: 14).

9 TANGIBLE FIXED ASSETS

	Freehold Property £	Office Equipment £	Total £
Cost			
At 1 April 2023	426,645	18,451	445,096
Disposals	-	-	-
Additions	-	745	745
At 31 March 2024	426,645	19,196	445,841
Depreciation			
At 1 April 2023	83,674	5,846	89,520
Disposals	-	-	-
Charge for the year	7,366	4,360	11,726
Released on disposals	-	-	-
At 31 March 2024	91,040	10,206	101,246
Net Book Value			
At 31 March 2024	335,605	8,990	344,595
At 31 March 2023	342,971	12,605	355,576

These assets are all used to support all of the charity's activities.

10 INVESTMENT PROPERTY

	2024 £	2023 £
Brought forward	1,900,000	1,900,000
Disposals	-	-
Additions	-	-
Revaluation	-	-
	1,900,000	1,900,000

The property is measured at fair value as advised by Lawson Mann Property Consultants, who are independent chartered surveyors. The valuation took place in August 2016, and has been updated by the trustees since.

11 INVESTMENTS

UK holdings

	Fixed Income bonds	Alternative Investments	Total
	£	£	£
Cost			
At 1 April 2023	50,000	18	50,018
At 31 March 2024	50,000	18	50,018
Market Value			
At 1 April 2023	50,000	18	50,018
At 31 March 2024	50,000	18	50,018

12 DEBTORS

	2024 £	2023 £
Income tax recoverable	13,634	12,090
Other debtors	7,110	12,273
Prepayments	16,991	12,260
Income receivable	244,656	141,800
	282,391	178,423

13 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Taxation and social security	21,512	21,199
Mortgage	17,934	16,654
Other creditors	103,052	85,181
Deferred income	1,625	2,376
Accruals	5,887	12,047
	150,010	137,457

14 CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2024 £	2023 £
Mortgage	720,628	735,028
Loan	-	-
	<u>720,628</u>	<u>735,028</u>
Mortgage		
Due within 1 -2 years	13,976	15,182
Due within 2 -5 years	48,493	50,760
Due in more than 5 years	658,159	669,086
	<u>720,628</u>	<u>735,028</u>

Included within Creditors in notes 13 and 14 above is a mortgage originally of £825,000 which was used to redevelop the premises. The mortgage is secured on freehold property which represented 16% of the value of the property when it was fully redeveloped. The loan is fully repayable in 30 years. Interest paid during the year ranged between 5.55% and 6.20%.

15 MOVEMENTS IN FUNDS

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	Gains & Losses £	At 31 March 2024 £
Restricted funds:						
Individual projects and personnel funds	350,577	967,258	(895,195)	-	-	422,640
Step	(45,127)	53,366	(49,147)	10,200	-	(30,708)
Stride	34,327	108,115	(109,948)	4,619	-	37,113
Disadvantaged children	119,807	-	-	(4,619)	-	115,188
Peru	75,000	-	-	-	-	75,000
Cochabamba	41,569	-	-	(10,200)	-	31,369
Total restricted funds	<u>576,153</u>	<u>1,128,739</u>	<u>(1,054,290)</u>	<u>-</u>	<u>-</u>	<u>650,602</u>
Unrestricted funds:						
Designated pension funds	60	-	-	-	-	60
Designated education fund	2,751	-	-	-	-	2,751
Designated capital fund	1,360,024	-	-	-	-	1,360,024
Designated members' excess support fund	8,762	-	-	-	-	8,762
Designated launch fund	124,606	-	-	-	-	124,606
Designated mission fund	18,606	-	-	-	-	18,606
Designated SFM 1% fund	44,127	5,524	-	-	-	49,651
General Funds	100,408	793,227	(715,180)	-	-	178,455
Total unrestricted funds	<u>1,659,344</u>	<u>798,751</u>	<u>(715,180)</u>	<u>-</u>	<u>-</u>	<u>1,742,915</u>
Total funds	<u>2,235,497</u>	<u>1,927,490</u>	<u>(1,769,470)</u>	<u>-</u>	<u>-</u>	<u>2,393,517</u>

15 MOVEMENTS IN FUNDS (CONTINUED)

	At 1 April 2022	Income	Expenditure	Transfers	Gains & Losses	At 31 March 2023
	£	£	£	£	£	£
Restricted funds:						
Individual projects and personnel funds	354,278	800,902	(804,603)	-	-	350,577
Step	(59,605)	73,711	(59,233)	-	-	(45,127)
Stride	25,836	74,473	(65,982)	-	-	34,327
Disadvantaged children	120,699	-	(892)	-	-	119,807
Peru	-	75,000	-	-	-	75,000
Cochabamba	41,569	-	-	-	-	41,569
Total restricted funds	482,777	1,024,086	(930,710)	-	-	576,153
Unrestricted funds:						
Designated pension funds	60	-	-	-	-	60
Designated education fund	2,751	-	-	-	-	2,751
Designated capital fund	1,360,024	-	-	-	-	1,360,024
Designated members' excess support fund	8,762	-	-	-	-	8,762
Designated launch fund	118,025	6,581	-	-	-	124,606
Designated mission fund	18,606	-	-	-	-	18,606
Designated SFM 1%	39,195	4,932	-	-	-	44,127
General Funds	130,630	708,408	(738,630)	-	-	100,408
Total unrestricted funds	1,678,053	719,921	(738,630)	-	-	1,659,344
Total funds	2,160,830	1,744,007	(1,669,340)	-	-	2,235,497

15 MOVEMENTS IN FUNDS (CONTINUED)

Purposes of Restricted Funds

Individual projects and personnel funds: Funds raised to provide financial support for projects and mission partners in Latin America and in Britain & Ireland.

Step fund: Funds used for the short-term Step programme.

Stride fund: For the short-term Stride programme.

Disadvantaged children: Funds used to help disadvantaged children in South America in accordance with the Will of a legator.

Peru: Funds used for work in Peru in accordance with the Will of a legator.

Cochabamba: Funds used for Cochabamba in Bolivia in accordance with the Will of a legator.

Purposes of Designated Funds

Pensions fund: For the benefit of personnel on attaining their normal retirement age.

Education fund: Provision of financial assistance for the education of serving team members' teenage children.

Capital fund: Funds set aside for the freehold property and office equipment.

Members' excess support fund: Provision of financial assistance to be nominated by those members towards their car, education, pension, housing, personal support or ministry. Any elements unclaimed by members are un-designated and returned to General Fund.

Launch funds: Set aside to provide for the start-up and settling-in costs of new members on the Stay programme.

Mission fund: Funds set aside to enable the charity to actively engaging in preparing for the future in the changing world of missions.

SFM % fund: Funds set aside to support struggling members.

16 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	2024			Total Funds £
	General Funds £	Designated Funds £	Restricted Funds £	
	Tangible fixed assets	-	344,595	
Fixed Asset Investment	-	1,900,000	-	1,900,000
Investments	50,018	-	-	50,018
Bank	(22,058)	58,427	650,602	686,971
Other current assets	282,571	-	-	282,571
Current liabilities	(132,076)	(17,934)	-	(150,010)
Long-term Liabilities	-	(720,628)	-	(720,628)
Net Assets at 31 March 2024	178,455	1,564,460	650,602	2,393,517

	2023			Total Funds £
	General Funds £	Designated Funds £	Restricted Funds £	
	Tangible fixed assets	-	355,576	
Fixed Asset Investment	-	1,900,000	-	1,900,000
Investments	50,018	-	-	50,018
Bank	67,370	55,042	501,153	623,565
Other current assets	103,823	-	75,000	178,823
Current liabilities	(120,803)	(16,654)	-	(137,457)
Long-term Liabilities	-	(735,028)	-	(735,028)
Net Assets at 31 March 2023	100,408	1,558,936	576,153	2,235,497

17 PENSION SCHEME

The cost to the Company of providing pension and death in service benefits during the year ended 31 March 2024 was as follows:

	2024 £	2023 £
Payments with respect to current staff	30,829	30,275
Payments with respect to team members currently serving overseas	82,780	85,291
	113,609	115,565

18 OPERATING LEASE COMMITMENTS

The total future amounts payable in respect of operating leases shown below are analysed according to the expiry of the leases.

	2024 £	2023 £
Hire of plant and machinery		
Within one year	960	960
Between one and five years:	-	960
	960	1,920

19 TRUSTEES

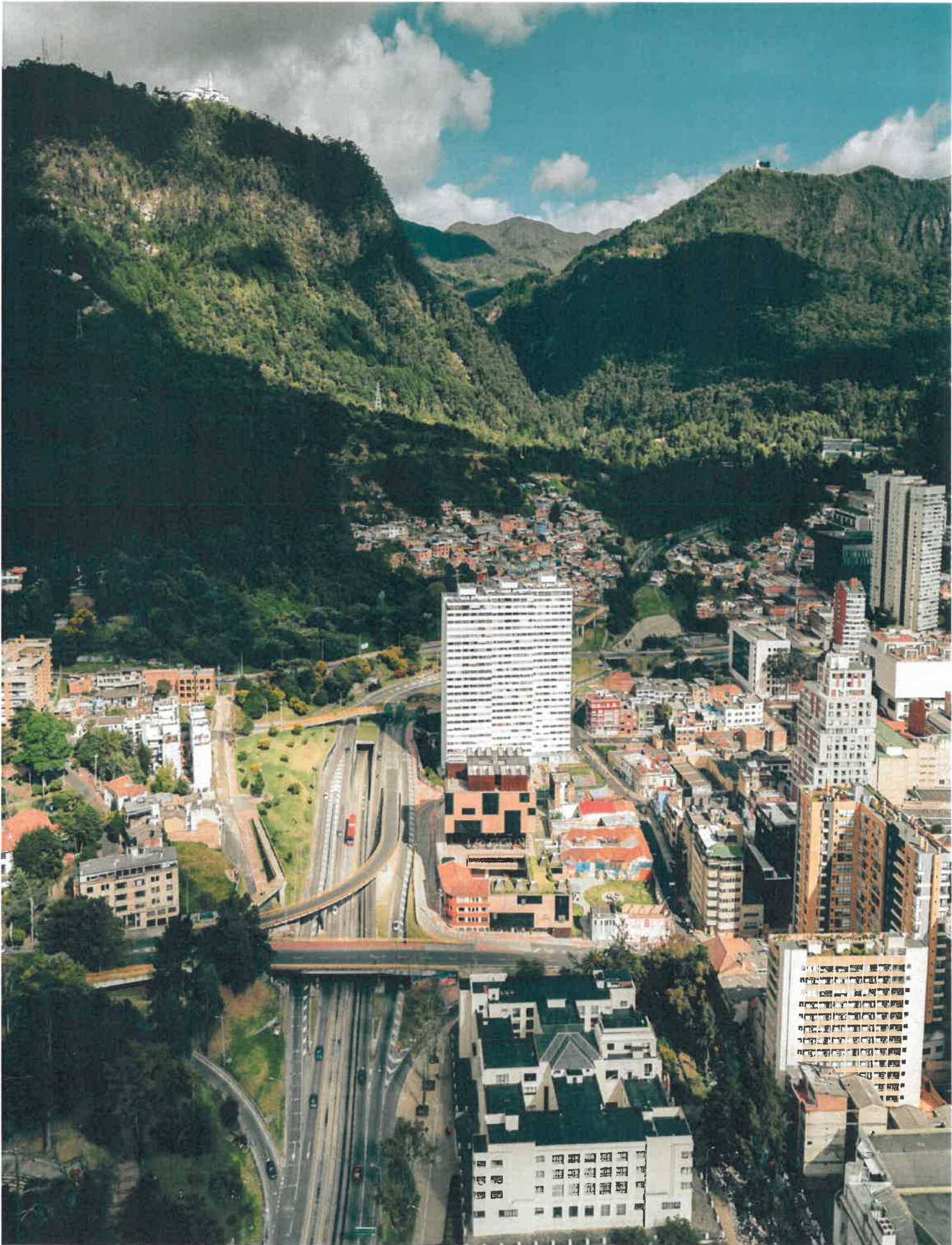
No remuneration was paid to the Trustees during the year (2023: £nil). Expenses of £384 for travel were paid to 2 trustees during the year (2023: nil). Trustees' indemnity insurance costing £1,742 (2023: £1,464) was paid by the charity.

20 RELATED PARTIES

There were no related party transactions during the year, except as disclosed in Note 19.

21 PRIOR YEAR COMPARATIVES

		Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2023 £
Income and endowments from:					
Donations and legacies:					
Donations & Legacies	2	343,767	4,932	75,000	423,699
Other trading activities	3	110,291	-	-	110,291
Charitable activities:					
Stay programme	4	254,350	6,581	800,902	1,061,833
Stride programme	4	-	-	74,473	74,473
Step programme	4	-	-	73,711	73,711
Total income and endowments		708,408	11,513	1,024,086	1,744,007
Expenditure on:					
Raising Funds	5	114,828	-	-	114,828
Charitable activities	5	623,802	-	930,710	1,554,512
Total expenditure		738,630	-	930,710	1,669,340
Realised gains/(losses)		-	-	-	-
Net (expenditure)/Income for the year	6	(30,222)	11,513	93,376	74,667
Transfers between funds	15	-	-	-	-
Net movement in funds		(30,222)	11,513	93,376	74,667



STRUCTURE, GOVERNANCE AND MANAGEMENT

GOVERNING DOCUMENT

The organisation is a charitable company limited by guarantee, incorporated on 21 April 1993 and registered as a charity on 12 May 1993. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

RECRUITMENT AND APPOINTMENT OF DIRECTORS

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the Executive, which is the management committee of the charity. Executive membership is determined by the trustees and under the requirements of the Memorandum and Articles of Association the trustees are elected to serve for a period of three years, after which they must be re-elected at the next Annual General Meeting.

The trustees seek to ensure that the needs of this group are appropriately reflected through the diversity of the trustee body and look to achieve a balance of expertise and experience. In the event of particular skills being lost due to retirement, individuals are approached to offer themselves for election to the trustee board.

TRUSTEE INDUCTION AND TRAINING

Prior to appointment a substantial proportion of trustees are already familiar with the practical work of the charity, having either served abroad or at home in one of its activities. New trustees are given relevant information from the various Charity Commission publications, copies of the charity's Memorandum and Articles and International Handbook, and the latest financial statements, and are encouraged to attend relevant public courses as available.

ORGANISATION

The board of trustees, whose number is unlimited, administers the charity. The board meets five times per year to review strategy and performance and to set the operating plans and budgets. They are assisted by a number of Action Groups:

- Link (serving former charity members)
- Finance
- Regional groups in Ireland and Scotland

The Action Groups comprise trustees and other individuals, and operate under specific terms of reference that delegate certain functions from the trustee board. Each Action Group has its decisions ratified by the trustee board.

A Chief Executive known as the Team Leader is appointed by the trustees and has delegated authority over the day to day operations, including programmes, publicity, employment and financial administration. The Team Leader is assisted by the Leadership Team, who are listed on page 42.

The pay for the Leadership Team is reviewed annually and changes are considered by the Finance Committee and approved by the trustees. When setting the pay for this group primary consideration is given to equivalent roles in other similar-sized charities.

VOLUNTEERS

Latin Link continues to benefit from committed people who are willing to give their time to help the work of the charity. This ranges from those serving on the Action Groups to helping with office administration, office maintenance, catering and representing Latin Link at public events.

RISK MANAGEMENT

The charity has a risk management strategy involving an annual rolling review and update by the trustees of identified operational, personnel, financial, reputation and strategic risks. As trustees, we are satisfied that appropriate systems and procedures are in place to monitor, manage and where appropriate mitigate Latin Link Britain and Ireland's exposure to the major risks identified by our risk register.

The challenges that face the charity at the moment are to make sure that it is in a sustainable position for the future and then to position ourselves correctly to adapt to the changing

mission scene in the UK and Latin America. Dealing with these issues is a key part of the strategic development plan.

PUBLIC BENEFIT

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit, when reviewing the aims and objectives and in planning for future activities. In particular, the trustees have considered how planned activities will contribute to the aims and objectives they have set.



ADMINISTRATIVE DETAILS

LEADERSHIP TEAM

Terry Lockyer
Team Leader / CEO

Esther +Stansfield
Head of Mobilisation

Simone Lockyer
Head of Programmes

Kathie Davis-Bater
Head of Central Services and HR

CHARITY DETAILS

Charity number: 1020826 and in
Scotland SC052161

Company number: 2811525

**Registered office and
operational address:** 87 London Street,
Reading, Berkshire
RG1 4QA

DIRECTORS AND TRUSTEES

The directors of the charitable company are its trustees for the purpose of charity law and those serving during the year and since the year end were as follows:

- Jo Jowett (Chair)
- James Butler (resigned 09/23)
- Richard Stainton
- Evan Winter
- Noreen Bennett (resigned 06/23)
- Iván Neira
- John Harris (Treasurer)
- Charles Douglas
- Nicole Gleghorne

Auditors: Jacob Cavenagh & Skeet, 5 Robin Hood Lane, Sutton, Surrey SM1 2SW

Solicitors: Anthony Collins, 134 Edmund Street, Birmingham, B3 2ES

Mark Mason Employment Law Ltd, Unit 3 Mallusk Enterprise Park, Mallusk Drive,
Newtownabbey, BT36 4GN

Bankers: Bank of Scotland, West End Office, St James' Gate, 14-16 Cockspur Street, London, SW1Y 5BL

Working Names: Latin Link also operates under the working names of Latin Link Britain and Ireland, Latin Link B&I, Latin Link Ireland, Latin Link Scotland, and Latin Partners



LATIN LINK

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Scotland

tel: +44 (0)7739 554381

email: Scotland@latinlink.org.uk

Registered office:

87 London Street,
Reading RG1 4QA

Latin Link is a company limited by guarantee, registered in England 2811525. Registered charity no. 1020826 and in Scotland, registered charity no. SC052161.



Registered with
**FUNDRAISING
REGULATOR**



Latin Link
COMMUNITY WITH A CALLING