Company registration number 07387833 (England and Wales)

Charity registration number 1142007 (England and Wales)

ONELIFE LEADERSHIP

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2025

ONELIFE LEADERSHIP

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr A S Riggs J L Quah H Davies J Kirby
Charity number	1142007
Company number	07387833
Registered office	2nd Floor Centre Block Hill Business Centre 132A St Albans Road Watford Hertfordshire WD24 4AE
Independent examiner	Nunn Hayward LLP First Floor Sheraton House Lower Road Chorleywood Hertfordshire WD3 5LH

ONELIFE LEADERSHIP

CONTENTS

	Page
Trustees' report	1 - 6
Statement of trustees' responsibilities	7
Independent examiner's report	8
Statement of financial activities	9
Balance sheet	10
Notes to the financial statements	11 - 19

ONELIFE LEADERSHIP

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 DECEMBER 2025

The trustees present their annual report and financial statements for the year ended 31 December 2025.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

Objectives and activities

At Onelife we connect and equip young people and students to become exceptional leaders in every sphere of society. It could be politics, education, business, the family, the church, media or the arts. We dream of a day when society will be positively impacted by exceptional leaders who, inspired by their Christian faith, cause all around them to thrive.

Onelife's objects are:

· To advance the Christian faith in accordance with the Statement of Beliefs annexed to the Charity's Memorandum and Articles of Association, in such way and in such parts of the UK and Uganda and other parts of the world as the Trustees may from time to time think fit; and

· To advance the education of young people, in particular in their knowledge and understanding of the principals of effective leadership.

Public benefit

The Trustees have considered the Charity Commission's guidance on public benefit and, in particular, the specific guidance for charities on the advancement of religion and the advancement of education, when reviewing the Charity's aims and objectives and in planning future activities for the year. The Trustees have, in their view, met the public benefit requirement through its many and varied activities and events during the period.

Achievements and performance

Throughout 2025 we continued to build strong foundations for the long-term growth of Onelife Leadership. Alongside investing in the development of new resources, we strengthened our strategic network of church partnerships and saw continued growth across our events and leadership training programmes. These investments have positioned us well to increase our reach and deepen our impact among young people, youth workers and churches in the years ahead.

The need for character-first, Christ-centred leadership among young people remains significant. Throughout the year we continued to equip young leaders to grow in spiritual formation, develop practical leadership skills and recognise their influence within every sphere of society. As our network of churches and ministry partners has continued to grow, we have been encouraged to see increasing opportunities to serve, train and resource those investing in the next generation.

The year also represented an important season of strengthening our organisational foundations. Alongside expanding our programme delivery, we invested significant time in developing resources that will support future growth while continuing to build strategic relationships with churches and other organisations.

Alongside our programme delivery, we also invested in strengthening the charity's communications and digital presence. During the year we refreshed the Onelife brand identity across our printed resources, social media and email communications, creating a stronger and more consistent platform for future growth. Development of a new website was substantially completed during the year, with its launch planned for early 2026.

Events

In October we welcomed over 300 delegates (2024: 281) to the **Onelife Conference** at St Paul's Hammersmith, London, making this our best-attended conference of recent years. Moving the date of the event from February was necessitated by re-ordering works taking place at St Paul's Hammersmith, but we found that the October half term was more accessible for a number of youth groups. Exploring the theme of **Courageous**, we journeyed through the biblical story of Joshua, encouraging young people to develop resilient faith and courageous leadership in every sphere of society. Main session talks were delivered by Liz Bewley, Martha Stringer, Pete Wynter and Prince Laryea.

Alongside the main teaching sessions, delegates chose from seminar streams exploring communication, emotional health, hearing God's voice, the Bible and identity, equipping them with practical tools to live out their faith and leadership in everyday life.

A significant milestone during the Conference was the launch of **Rhythm**, our new Bible devotional resource designed to help young people establish a lifelong rhythm of engaging with Scripture. Every delegate received a complimentary copy, enabling them to continue their journey of spiritual formation and leadership beyond the Conference.

Onelife Conference Stories

'We loved the Conference! We were so excited to bring a whole group of young people, and it really impacted them.' **– Mark, Youth Worker**

'I went to the seminar on identity and was really encouraged by what they said. It was good to have both men and women spoken about.' **– Tegan, 13**

'It was very interesting to hear different perspectives on faith and that's helped me grow in my faith.' **– Christian, 12**

'The identity seminar helped me and showed me how God treats everyone the same.' **– Matthew, 14**

'I came into the conference pretty low and quite anxious, and I left completely different! I've also decided to get baptised!' **– Keira, 16**

In May we held our annual Youth Worker Gathering at St Paul's Hammersmith, welcoming 78 delegates (2024: 77) representing 42 churches. Through main teaching sessions and practical seminar streams exploring the prophetic, listening well, communication, and silence and solitude, we sought to encourage, equip and refresh those serving young people across the UK. The gathering continued to provide an opportunity not only to strengthen practical ministry skills but also to create space for youth workers to encounter God, build meaningful relationships and be reminded that they are not leading alone.

Youth Worker Gathering Stories
'The Onelife Youth Worker Gathering was a huge highlight of my year. It felt like such a retreat to be able to receive instead of constantly giving as a ministry worker. I especially loved how the day wasn't about telling us how to lead youth ministry better, but about pouring into us as children of God. The sessions on hearing God's voice and silence and solitude encouraged me to keep developing these spiritual practices and gave me confidence that they are things I can continue to grow in. Of all the youth worker conferences I've attended over the last two years, this is the one I know I want to come back to every year.' **– Paige, Youth Worker**

Training

The **Onelife Professional Development Certificate in Leadership (Onelife Certificate)** saw 23 delegates (2024: 27) representing 19 churches investing seven months in developing their leadership and increasing their capacity to raise up young leaders. Thanks to generous financial support, three full bursary places were offered, enabling the course to remain accessible to those who would otherwise be unable to participate.

The programme began with a residential retreat before continuing through a blend of online and in-person teaching, small process groups and one-to-one coaching sessions. Delegates completed the programme with a graduation celebration where they presented their final assignments.

Over the course of the Onelife Certificate, delegates reporting confidence as leaders more than tripled, increasing from 24% at the beginning of the programme to 78% at the end. Confidence in talking to others about their faith increased from 57% to 84%, while the proportion of delegates reading the Bible every day rose from 57% to 78%. Confidence in dealing with conflict nearly tripled, increasing from 19% to 56%, while delegates reporting feelings of anxiety decreased from 19% to 6%. Feelings of isolation more than halved, falling from 29% to 11%, and by the end of the course 56% of delegates said they felt encouraged, compared with 38% at the beginning. These outcomes reflect the programme's commitment not only to developing practical leadership skills, but also to nurturing spiritual formation, resilience and emotional wellbeing.

In 2026, we are exploring the introduction of a parallel evening teaching stream to make the course accessible to a wider range of church staff and volunteers who are unable to attend during working hours.

Certificate Stories
'The Onelife Certificate gave me seven months of personal and professional growth, but what has stayed with me most is the culture of encouragement. From the teaching sessions to mentoring and process groups, I was continually championed to become the leader God has created me to be. I left with greater confidence, practical leadership skills and a much deeper understanding of what sustainable ministry looks like. Since completing the Certificate I've stepped into a new pastoral role and have already seen my confidence grow as I lead groups, invest in people and help others grow in their faith.' **– Elise, Young Adult Ministry Coordinator**

The **School of Leadership** took place in August and welcomed 25 attendees (2024: 30) for six days of immersive teaching, spiritual formation and practical leadership development. The residential programme provides young adults with an opportunity to deepen their relationship with Jesus, develop their character and gain practical leadership tools to take back into their churches, workplaces, universities and communities.

This year, our delegates reported that their confidence as leaders more than doubled over the course of the week, increasing from 44% to 95%. Confidence in reading the Bible and applying it to everyday life also more than doubled, rising by the same proportion from 44% to 95%. By the end of the School of Leadership every delegate said they understood the importance of Sabbath and healthy rhythms of rest, compared with 32% at the beginning of the week. Confidence in dealing with conflict increased from 36% to 86%, while 91% of delegates finished the week feeling confident to lead within their local church, compared with 48% at the start. The measurable impact of the week shows the impact of the residential model and the significant ground we are able to cover over a full week together.

School of Leadership Stories
'One thing I appreciated most about the School of Leadership was how practical it was. I didn't just walk away inspired – I walked away equipped. Learning about Sabbath, healthy conflict and accountability has already changed how I lead and how I relate to other people. I've become more intentional about rest, more present in my relationships and more confident having difficult conversations with grace. One phrase from the week has stayed with me: "Lean into the places you feel uncomfortable, push through breaking points to open yourself up to growth." I know these lessons will continue to shape me for years to come.' – **Alex, student**

Alongside our in-house training through the Certificate course, we were also invited to deliver leadership training sessions at Christian events throughout the year, including Dreaming the Impossible (DTI), Wildfires, The Orchard, Masters Commission Switzerland, and various youth and church weekends away.

Resources

The **Onelife Leadership Sessions** – our free online leadership development platform for young people aged 11–25 – continued to extend our reach throughout 2025. We welcomed 123 new users (2024: 146) during the year, including 41 new accounts on the German-language platform. The Sessions continue to provide churches, youth workers and young people with accessible leadership development resources while creating opportunities for new audiences to engage with our wider events and training programmes.

In October we published **Rhythm**, a new devotional resource designed to help young people establish a daily rhythm of reading scripture and allowing God's word to shape both their faith and leadership. The resource was launched at the Onelife Conference in October, where 250 copies were distributed to young delegates to encourage them to begin a lifelong habit of engaging with the Bible. We anticipate *Rhythm* becoming an important resource for youth leaders and their young people.

Operations and Staffing

Throughout 2025 we invested in strengthening our long-term sustainability and organisational maturity. A refreshed Onelife brand identity was developed and rolled out across printed materials, social media and email communications, creating more consistent and engaging output.

Significant progress was also made on the development of a new website, with the majority of the project completed during the year ahead of its planned launch in early 2026. The new website has been designed to improve access to our programmes and resources while supporting the continued growth of our church partnership network.

We explored opportunities to grow our staff team this year, with plans in 2026 to recruit new team members to help us grow our reach across the UK.

Church Partnerships
Developing strategic partnerships with churches remained a significant priority throughout 2025. Our network of partner churches continued to grow as we strengthened existing relationships and established new opportunities to support churches through leadership development, youth ministry training and practical resources. These partnerships remain central to our vision of equipping the church to raise the next generation of leaders for God's kingdom.

Fundraising

The **Onelife Challenge** took place during the summer, this year raising over £10,000 (2024: £9,000).

In November we held our annual **fundraising dinner**, raising over £110,000 (2024: £140,000) through a combination of one-off and regular giving. The continued generosity of our supporters enables us to invest in young leaders, strengthen our programmes and develop new resources that extend the reach of our mission.

Financial review

The charity is able to keep a low cost base for the very extensive annual programme it runs due to the large number of volunteers that give the Charity an inordinate amount of time at conferences and with training programmes, assisting in the office and as part of the Fundraising Team.

The Charity remains heavily dependent on income from supporters to fulfill its objectives and it is expected that this approach will continue as the Charity continues to grow. As part of the risk management process, the Trustees conclude that they should hold funds to cover all contractual obligations. The current main liability would be meeting employment costs for one month. The Trustees continue to ensure the reserves to meet these liabilities can be met in approving ongoing projects and associated expenditures.

Reserves policy

It is the policy of the Charity that long term unrestricted funds which have not been designated for a specific use should not fall below a minimum of three month's expenditure (between £40,000 & £55,000). In practice, intermittent fundraising means that our reserves can fluctuate significantly. Successful fundraising exercises took place close to the year end in both 2024 and 2025, and as a result, reserves at the balance sheet dates, at £155,607 in 2025 and £115,536 in 2024, are well in excess of the minimum reserves set in our policy. The Trustees consider that with reserves at this level, in the event of a significant drop in funding, they will be able to continue the Charity's current activities.

At the balance sheet date the Charity held free reserves, as defined by the Charity Commission, of £141,348 (2024: £115,535).

Structure, governance and management

Onelife Leadership is a company limited by guarantee, incorporated on 27th September 2010 and registered with the Charity Commission on 19th May 2011. Onelife activities were originally overseen by St. Andrew's Church, Chorleywood; with effect from March 2011, these activities were transferred to this charity.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Mr A S Riggs
J L Quah
H Davies
J Kirby
N Vermaak (Resigned 14 March 2026)

Recruitment and appointment of trustees

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

All Trustees are provided with a copy of the Charity Commission's guide entitled "The Essential Trustee" (CC3) upon appointment.

Trustees are recruited from those sympathetic to the Charity's aims and objectives.

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

FOR THE YEAR ENDED 31 DECEMBER 2025

Organisational structure

The Board of Directors is the governing body of the Charity and is responsible for monitoring overall governance needs.

Decisions taken by the Trustees, to include the appointment and retirement of trustees, are determined by a majority of votes.

All policy decisions are reserved to the Trustees, following which implementation is delegated to the Charity's Director, Liz Bewley, who is not a director of the charitable company. All financial budgets, annual focus / targets and activities are referred back to the Trustees before they are agreed, and there is close liaison between Liz Bewley and each of the Trustees between meetings.

The Trustees meet, as a minimum, bi-monthly, although additional Trustees' meetings are arranged to address operational or structural matters as they arise. Each meeting will have substantially the same principle agenda headings:

- Vision and Strategy;
- Finance - to include a review of the current financial activity, to determine immediate forthcoming budgetary requirements and to assess fundraising activity;
- Operational Matters; and
- Any other business: to include matters arising out of the Charity's current activity.

The Directors have the right to appoint an individual to be a Patron of the Charity. This would be an honorary appointment and the Patron would not be a Director of the Charity. This position is currently vacant, although exploratory conversations are in motion to consider approaching a Patron who embodies the vision statement of the Charity and has the reputation and platform to promote the Charity.

Other matters

The Trustees have assessed the major risks to which Onelife is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

The Trustees continue to review the major strategic operational risks which the Charity faces, through regular meetings, and continues to consider the controls and procedures necessary to mitigate them.

The Trustees also seek to keep under constant review, risk to the Charity include: the relationship between the Charity's objects and objectives; barriers to achieving its objectives; potential damage to its reputation and name; protection of the Charity's assets; management of liabilities; compliance risk; data protection; health and safety; personnel risks and financial controls. The Trustees are satisfied that systems are in place to manage the major risks arising in the organisation as far as possible.

The trustees' report was approved by the Board of Trustees.

.....

Mr A S Riggs

Trustee

Date: 7/9/2026

ONELIFE LEADERSHIP

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 DECEMBER 2025

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

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

In preparing these financial statements, the trustees are required to:
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

ONELIFE LEADERSHIP

INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF ONELIFE LEADERSHIP

I report to the trustees on my examination of the financial statements of Onelife Leadership (the charity) for the year ended 31 December 2025.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law), you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006.

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the Companies Act 2006 and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1 accounting records were not kept in respect of the charity as required by section 386 of the Companies Act 2006.
2 the financial statements do not accord with those records; or
3 the financial statements do not comply with the accounting requirements of section 396 of the Companies Act 2006 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination; or
4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Nicholas Corden, ACA

For and on behalf of Nunn Hayward LLP
First Floor
Sheraton House
Lower Road
Chorleywood
Hertfordshire
WD3 5LH
Date: 16 September 2026

ONELIFE LEADERSHIP

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Income from:							
Donations and legacies	2	241,997	3,500	245,497	196,029	35,000	231,029
Charitable activities	3	63,925	-	63,925	61,543	-	61,543
Investments	4	3,659	-	3,659	607	-	607
Total income		309,581	3,500	313,081	258,179	35,000	293,179
Expenditure on:							
Raising funds	5	44,690	4,248	48,938	20,374	1,680	22,054
Charitable activities	6	224,820	5,000	229,820	208,865	-	208,865
Total expenditure		269,510	9,248	278,758	229,239	1,680	230,919
Net income/(expenditure) and movement in funds		40,071	(5,748)	34,323	28,940	33,320	62,260
Reconciliation of funds:							
Fund balances at 1 January 2025		115,536	33,320	148,856	86,596	-	86,596
Fund balances at 31 December 2025		155,607	27,572	183,179	115,536	33,320	148,856

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

ONELIFE LEADERSHIP

BALANCE SHEET

AS AT 31 DECEMBER 2025

	Notes	2025 £	£	2024 £	£
Fixed assets					
Intangible assets	12		12,000		-
Tangible assets	13		2,259		1
			14,259		1
Current assets					
Debtors	14	12,869		8,048	
Cash at bank and in hand		172,412		158,903	
		185,281		166,951	
Creditors: amounts falling due within one year	15	(16,361)		(18,096)	
Net current assets			168,920		148,855
Total assets less current liabilities			183,179		148,856
The funds of the charity					
Restricted income funds	17		27,572		33,320
Unrestricted funds	18		155,607		115,536
			183,179		148,856

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 December 2025.

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

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

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

The financial statements were approved by the trustees on 7/9/2026

Mr A S Riggs
Trustee

1 Accounting policies

Charity information

Onelife Leadership is a private company limited by guarantee incorporated in England and Wales. The registered office is 2nd Floor Centre Block, Hill Business Centre, 132A St Albans Road, Watford, Hertfordshire, WD24 4AE.

1.1 Accounting convention

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

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

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

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

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

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds can only be used for particular restricted purposes within the objects of the Charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purpose. Further explanation of the nature and purpose of each significant restricted fund is included in the notes to the financial statements.

1.4 Income

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

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

1.5 Expenditure

Expenditure is recognised in the financial statements once there is a legal or constructive obligation to make payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Support costs are directly attributable to charitable activities.

1 Accounting policies **(Continued)**

1.6 Intangible fixed assets other than goodwill

Intangible assets acquired separately from a business are recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses.

Intangible assets acquired on business combinations are recognised separately from goodwill at the acquisition date where it is probable that the expected future economic benefits that are attributable to the asset will flow to the entity and the fair value of the asset can be measured reliably; the intangible asset arises from contractual or other legal rights; and the intangible asset is separable from the entity.

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

Website	10 years straight line

1.7 Tangible fixed assets

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

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

Plant, machinery and equipment	5 years straight line

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

1.8 Cash and cash equivalents

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

1.9 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost.

2 Income from donations and legacies

	Unrestricted funds 2025	Restricted funds 2025	Total 2025	Unrestricted funds 2024	Restricted funds 2024	Total 2024
	£	£	£	£	£	£
Donations and gifts	213,445	-	213,445	168,768	15,000	183,768
Grants	28,552	3,500	32,052	27,261	20,000	47,261
	241,997	3,500	245,497	196,029	35,000	231,029

3 Income from charitable activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
UK conferences	63,925	61,543

4 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	3,659	607

5 Expenditure on raising funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Fundraising and publicity						
Staging fundraising events	10,500	-	10,500	303	-	303
Other fundraising costs	34,190	-	34,190	20,071	-	20,071
	44,690	-	44,690	20,374	-	20,374
Investment management	-	4,248	4,248	-	1,680	1,680
Total costs	44,690	4,248	48,938	20,374	1,680	22,054

6 Expenditure on charitable activities

	Charitable activities 2025 £	Charitable activities 2024 £
Direct costs		
Staff costs	147,986	133,301
Conferences	48,262	45,457
Training and development	1,716	930
	197,964	179,688
Share of support and governance costs (see note 7)		
Support	30,056	27,377
Governance	1,800	1,800
	229,820	208,865
Analysis by fund		
Unrestricted funds	224,820	208,865
Restricted funds	5,000	-
	229,820	208,865

7 Support costs allocated to activities

	2025	2024
	£	£
Support costs		
Depreciation	345	-
Rent	6,600	6,982
Insurance	1,313	1,289
Staff expenses	4,032	1,926
Printing, Postage & Stationery	1,238	725
Telecommunications	474	436
Computer maintenance	97	258
Travel	5,795	5,706
Bank charges	3,724	3,545
Sundry	-	72
Bookkeeping fees	6,438	6,438
Total Support costs	30,056	27,377
Governance costs		
Independent Examination fees	1,800	1,800
Total Governance costs	1,800	1,800
Total costs	31,856	29,177

8 Net movement in funds

	2025	2024
	£	£
The net movement in funds is stated after charging/(crediting):		
Fees payable for the independent examination of the charity's financial statements	1,800	1,800
Depreciation of owned tangible fixed assets	345	-

9 Trustees

None of the trustees (or any persons connected with them) received any remuneration during the year.

The aggregate amount of out-of-pocket expenses reimbursed for travel and sundry expenses when attending events in their capacity as a trustee was £225 (2024 - £175).

10 Employees

The average monthly number employees during the year was:

	2025 Number	2024 Number
	4	4

Employment costs	2025 £	2024 £
Wages and salaries	136,940	121,656
Social security costs	5,914	6,841
Other pension costs	5,132	4,804
	147,986	133,301

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

11 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

12 Intangible fixed assets

	Website £
Cost	
At 1 January 2025	-
Additions - separately acquired	12,000
At 31 December 2025	12,000
Amortisation and impairment	
At 1 January 2025 and 31 December 2025	-
Carrying amount	
At 31 December 2025	12,000
At 31 December 2024	-

13 Tangible fixed assets

	Plant, machinery and equipment
	£
Cost	
At 1 January 2025	7,229
Additions	2,603
At 31 December 2025	9,832
Depreciation and impairment	
At 1 January 2025	7,228
Depreciation charged in the year	345
At 31 December 2025	7,573
Carrying amount	
At 31 December 2025	2,259
At 31 December 2024	1

14 Debtors

	2025	2024
Amounts falling due within one year:	£	£
Prepayments and accrued income	12,869	8,048

15 Creditors: amounts falling due within one year

	2025	2024
	£	£
Other taxation and social security	4,339	2,885
Other creditors	979	795
Accruals and deferred income	11,043	14,416
	16,361	18,096

16 Retirement benefit schemes

	2025	2024
Defined contribution schemes	£	£
Charge to profit or loss in respect of defined contribution schemes	5,132	4,804

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

17 Restricted funds

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

	At 1 January 2025	Incoming resources	Resources expended	At 31 December 2025
	£	£	£	£
Trust Fund applications	13,320	-	(4,248)	9,072
School of Leadership Grants	20,000	-	(5,000)	15,000
Certificate Grants	-	2,750	-	2,750
Conference Grants	-	750	-	750
	33,320	3,500	(9,248)	27,572

Previous year:	At 1 January 2024	Incoming resources	Resources expended	At 31 December 2024
	£	£	£	£
Grant Foundation - Trust Fund applications	-	15,000	(1,680)	13,320
Soul61 - School of Leadership	-	20,000	-	20,000
	-	35,000	(1,680)	33,320

Trust Fund Applications - To be utilised for for trust fund applications.

School of Leadership Grants - To be offset against School of Leadership expenses.

Certificate Grants - Funding is to be used to keep the Certificate accessible, covering course delivery, mentoring and bursaries for those unable to afford full fees.

Conference Grants - To be offset against Conference expenses.

18 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used.

	At 1 January 2025	Incoming resources	Resources expended	At 31 December 2025
	£	£	£	£
General funds	115,536	309,581	(269,510)	155,607

18 Unrestricted funds (Continued)

Previous year:	At 1 January 2024	Incoming resources	Resources expended	At 31 December 2024
	£	£	£	£
General funds	86,596	258,179	(229,239)	115,536

19 Analysis of net assets between funds

	Unrestricted funds 2025	Restricted funds 2025	Total 2025
	£	£	£
At 31 December 2025:			
Intangible fixed assets	12,000	-	12,000
Tangible assets	2,259	-	2,259
Current assets/(liabilities)	141,348	27,572	168,920
	155,607	27,572	183,179

	Unrestricted funds 2024	Restricted funds 2024	Total 2024
	£	£	£
At 31 December 2024:			
Tangible assets	1	-	1
Current assets/(liabilities)	115,535	33,320	148,855
	115,536	33,320	148,856

20 Related party transactions

There were no disclosable related party transactions during the year (2024 - none).