Hazel Hill Trust

Annual Report 2025

Charity No: 1160691

Company No: 9329522

Registered office:

c/o MARTIN & COMPANY, ACCOUNTANTS
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BRIDPORT
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Message from the Chair

2025 was a year in which Hazel Hill continued to grow into its purpose: caring for a remarkable woodland while enabling more people to experience the healing, learning and connection that can come from spending time there.

During the year we welcomed an increasingly diverse range of people to Hazel Hill, from retreat groups to young carers, refugee families, children, conservation volunteers and people seeking wellbeing and connection with nature.

We also continued to deepen our care for the wood itself. Our conservation programme combined practical woodland management with wildlife monitoring and learning. The annual BioBlitz recorded at least 118 species, while our butterfly surveys recorded 1,454 butterflies over the season. Volunteers once again played an essential part in this work.

There remain challenges. Maintaining an off-grid retreat centre and 70 acres of woodland requires considerable care and resources, and developing a resilient mixture of earned income, grants and donations remains important. But we end the year encouraged by the growing range of people connecting with Hazel Hill, the strength of our staff and volunteer community, and the partnerships that are developing around the wood.

My thanks to our staff, volunteers, group leaders, donors, partners and fellow trustees for everything they have contributed during the year.

Oliver Broadbent
Chair of Trustees

Trustees' Report

1. Introduction

The Directors, who meet as the Board of Trustees for the purposes of charity law, present their report on the finances and activities of the company for the year ended 31 December 2025.

2. Introduction to Hazel Hill Trust

a) Purpose and activities

Hazel Hill is a beautiful, secluded 70-acre wood and sustainable retreat and education centre, located seven miles from Salisbury.

We provide a place for people to deepen their connection with nature, hosting educational, conservation and wellbeing activities and enabling groups to experience sustained and often residential contact with the natural world.



b) Aims and objectives

The objects of the Charity as stated in the Articles of Association are:

- to promote the conservation and protection of the woodland known as Hazel Hill Wood, near Salisbury, and improve its biodiversity for the public benefit by running woodland maintenance and conservation programmes, education on sustainable living and such other programmes and activities as the trustees deem appropriate; and
- to support such general charitable purposes as the trustees may in their absolute discretion determine.

The overall aim of Hazel Hill Trust is to provide a place where people come to heal and learn through deepening their connection with the more-than-human world.

We achieve this through:

- caring for the wood and the buildings so that they offer a safe and welcoming place for people to gather, connect and heal;
- developing meaningful practice grounded in principles of deep ecology; and
- building partnerships with those who wish to use the wood for healing and learning.

Our activities continue to reflect the purposes for which the charity was established.

c) Ensuring our work delivers our aims

We review our aims, objectives and activities each year, considering what we have achieved and the outcomes of our work and using this to inform our future priorities.

The trustees have referred to the Charity Commission's guidance on public benefit when reviewing our aims and objectives and in planning the charity's activities. In particular, we

consider how our activities contribute to our charitable purposes and how Hazel Hill can be made accessible to people and groups who may particularly benefit from spending time in the wood.

3. How our activities deliver public benefit

Our charitable activities focus on promoting the wellbeing of people who visit Hazel Hill, alongside the conservation, protection and enhancement of the wood itself.

Who used and benefited from our services?

Our starting point is that anyone can benefit from spending meaningful time in woodland and connecting more deeply with the natural world. Hazel Hill is therefore available for bookings by a wide range of groups.

At the same time, we actively seek to enable access for not-for-profit and community groups and for people who might otherwise find it difficult to spend time in a place such as Hazel Hill. Grants, partnerships and subsidised use of the wood help us to achieve this.

Hosting groups and events

Hazel Hill continued to host a diverse mixture of residential and day groups during 2025.

Alongside regular retreats and residential bookings, the wood hosted community, educational and wellbeing activities. These included visits from Eastleigh Young Carers, Afghan refugee families, Polly's Forest School, men's wellbeing groups and local environmental and community groups.

Our own seasonal programme also continued. The annual Wood Chop Challenge brought volunteers together for practical woodland work and fundraising, while our BioBlitz in July combined wildlife recording with opportunities for adults and children to learn from professional conservationists.



The BioBlitz recorded at least 118 species, including the first Hazel Hill records of Triangle moth, which is rare in Wiltshire, and Pepper Saxifrage, an indicator of agriculturally unimproved meadow. Sessions explored birds, bats, glow worms, small mammals, woodland rides and glades, ponds and the meadow. We were particularly pleased to welcome a large number of children and families.

Conservation and woodland management

Our aim is to maintain and, where appropriate, create a mosaic of habitats and microhabitats supporting a diverse range of wildlife in the wood and neighbouring flower meadow.

Our conservation work includes:

- removal of non-native conifers in favour of native broadleaf trees;

- deer management;
- maintaining open rides, glades and meadow habitats;
- pond creation and maintenance;
- control of invasive species; and
- planting and natural regeneration of native trees.

We monitor the impact of this work through wildlife surveys, including bird, butterfly, moth and wildflower recording.

The 2025 butterfly surveys recorded **1,454 butterflies**, with notable sightings including a Purple Hairstreak and two Clouded Yellows. Work also continued on ponds and other habitats around the wood.

During the year we received sign-off from the Forestry Commission on our ten-year woodland management plan. This will give a longer-term framework for woodland management and enable routine thinning and other management work to be undertaken within an agreed conservation plan.

Volunteers and community involvement



Volunteers remain central to the life of Hazel Hill, contributing to conservation and the overall health of the charity, the wood and its visitors. Volunteer days took place throughout the year, alongside larger events including the Wood Chop Challenge, BioBlitz and Autumn Conservation Weekend.

During two build weeks in the summer, volunteers and trustees worked together on the Roundhouse and other practical projects. These weeks reflected our desire to restore a regular rhythm of collective building, repairing and caring for the physical fabric of Hazel Hill.

Buildings and infrastructure

Hazel Hill's off-grid buildings are integral to the experience we offer. They enable groups to stay immersed in the woodland while providing warmth, shelter and spaces for meeting, eating and reflection.

During 2025 work included repairs to the Roundhouse entrance and to decking of the Ark. We also continued to address the many smaller maintenance tasks involved in keeping an off-grid residential centre safe and welcoming.

Learning, connection and the “Hazel Hill way”

Alongside practical delivery, 2025 provided opportunities to reflect more deeply on what is distinctive about Hazel Hill and how we want the charity to develop.

In March we held, as an experimental “Council” meeting, bringing together trustees and others connected with the wood to explore its future. The conversation ranged from practical questions about partnerships, scholarships and programmes to deeper themes of listening, relationship, slowness, joy and connection with the land.

A recurring question was how to protect the qualities that make Hazel Hill distinctive while developing the organisation and enabling more people to benefit from it.

This thinking has also informed our exploration of the circles and gathering places within the wood and the regenerative design work begun later in the year. Together, these activities are helping us articulate more clearly what we sometimes describe as the “Hazel Hill way”: an approach that gives attention not only to what happens in the wood, but to the quality of relationship between people, place and the wider living world.

4. Our People

Our staff team continued to care for the wood, its buildings, our visitors and our programme throughout 2025. We are grateful for the commitment, adaptability and care shown by the whole staff team during the year.

5. Financial review

Our income in 2025 was £82k (down from £121k in 2024). This comprised:

£41k from charitable activities (down from £61k in 2024)
£20k donation from Alan Heeks, the charity’s founder (same as in 2024)
£7k in other donations (up from £6k in 2024)
£14k grants (down from £34k in 2024)

We continue to repay a loan to Alan Heeks, repaying £5,000 a year. At 31 December 2025 the balance of this loan stood at £45,000.

Excluding depreciation costs relating to the buildings, we made an operating loss of £14k in 2025 (2024: £39k surplus)

The notable change from an operating surplus in 2024 to a loss in 2025 is due to a combination of reduced income from grants and groups paying to use the wood, and increased staff costs in 2025. The loss was contained through reductions in expenditure on building maintenance.

Our reserves policy remains unchanged - that the Trust holds £30,000 in designated reserves, only to be used in exceptional circumstances, e.g. in the case of needing to wind

down operations. Hazel Hill Trust will also hold sufficient cash reserves to meet any operational liabilities as they fall due.

6. Governance and trustees

The trustees continued to develop the governance of Hazel Hill Trust during 2025.

The appointment of a part-time General Manager enabled some operational responsibilities previously carried by trustees to move into the staff team. Alongside this, we continued to develop governance rhythms intended to create both effective oversight and space for deeper reflection.

There were several changes to the Board during the year. Helen Kirk, Jake Farr and Ellie Osborne stepped down as trustees, and we are grateful for their contributions to the Trust. We also welcomed new trustees during the year, including a new trustee living close to Hazel Hill, strengthening our connection with the local community.

By the end of the year the Trust had six trustees.

7. Fundraising and partnerships

Hazel Hill continues to develop a balanced financial model combining earned income, grants and donations. Grant fundraising proved more challenging during 2025 than the previous year, but progress was made towards several multi-year applications that, if secured, will strengthen the charity's long-term resilience.

8. Plans for future years

Our experience during 2025 has given us a stronger foundation from which to plan the next stage of Hazel Hill's development.

Priorities include:

- developing a resilient balance of bookings, grants, donations and other income;
- continuing to broaden access to Hazel Hill through partnerships and grant-funded programmes;
- strengthening our volunteer and conservation programmes;
- implementing the ten-year woodland management plan;
- strengthening safeguarding, health and safety and risk-management systems.

9. Structure and Governance

Governing Document

The organisation is a charitable company limited by guarantee, incorporated on 26 November 2014 and registered as a charity on 27 February 2015.

The company 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.

Trustees

The directors of the company are also charity trustees for the purposes of charity law.

Trustees receive no remuneration for their role as trustees and normally give additional time voluntarily. During the year, Nick Mabey, while serving as a trustee, was separately engaged on a part-time basis to provide general management services to the charity and received payment for those services. This arrangement was made in accordance with the charity's Articles of Association.

Details of payments to trustees and of any expenses reimbursed are set out in the notes to the accounts.

HAZEL HILL TRUST
INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES FOR THE YEAR TO 31st DECEMBER 2025
CHARITY NUMBER 1160691 COMPANY NUMBER 9329522

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year to 31 December 2025 which are set out on pages 10 to 19.

Responsibilities and basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").
I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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 accounts to be reached.



Tom Swayne, CGMA
131 Western Road, Hurstpierpoint, W. Sussex BN6 9SY

20 September 2026

HAZEL HILL TRUST

Statement of Financial Activities

for the year ended 31st December 2025

	Note	Unrestricted General Funds 2025 £	Unrestricted Capital Reserve 2025 £	Unrestricted Designated Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	Total Funds 2024 £
Income from:							
Donations	2	26,805				**26,805**	25,674
Grants	3	10,000			4,000	**14,000**	34,000
Charitable activities	4	41,249				**41,249**	60,866
Total		78,054	-	-	4,000	**82,054**	120,540
Expenditure on :							
Raising funds	6	3,513		-		**3,513**	1,025
Charitable activities	6	78,935		15,294	14,000	**108,229**	95,326
Total		82,448	-	15,294	14,000	**111,742**	96,351
Net income (expenditure)		**(4,394)**	**-**	**(15,294)**	**(10,000)**	**(29,688)**	24,189
Gains (Losses) on revaluation of investments	8	2,961		-		**2,961**	1,135
Transfers between funds		(5,000)		5,000	-	**-**	-
Net movement in funds		**(6,433)**	**-**	**(10,294)**	**(10,000)**	**(26,727)**	25,324
Reconciliation of funds							
Total funds brought forward		38,730	30,000	1,001,358	10,000	**1,080,088**	1,054,764
Total funds carried forward		**32,297**	**30,000**	**991,064**	**-**	**1,053,361**	1,080,088

The statement of financial activities includes all gains and losses in the year. All incoming resources and resources expended derive from continuing activities.

The notes on pages 13 to 18 form part of these financial statements

HAZEL HILL TRUST
BALANCE SHEET
AT 31ST DECEMBER 2025

	Note	2025 £	2025 £	2024 £	2024 £
Fixed assets	7		1,041,064		1,056,358
Investments	8		37,525		34,564
Current Assets					
Debtors		1,275		2,100	
Cash at bank		35,256		50,695	
		36,531		52,795	
Creditors : amounts due within one year	9	16,757		13,629	
Net current assets			**19,774**		39,166
Total assets less current liabilities			1,098,363		1,130,088
Creditors: amount due after one year	10		45,000		50,000
Net assets			**1,053,363**		1,080,088
Accumulated funds					
Unrestricted funds	13		62,297		68,731
Designated funds	13		991,064		1,001,357
Restricted funds	13		-		10,000
Total funds			**1,053,361**		1,080,088

The directors statements required by Section 475(2) and (3) are shown on the following page, which forms part of this balance sheet.

The notes on pages 13 to 18 form part of these financial statements.

DIRECTORS STATEMENTS REQUIRED BY SECTIONS 475(2) AND (3)
FOR THE YEAR ENDED 31ST DECEMBER 2025

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

For the year ending 31 December 2025 the company was entitled to the exemption from audit under Section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities

The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476.

The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The financial statements were approved by the Trustees on 2 September 2026 and signed on its behalf by:

Oliver Broadbent, Chair of Trustees



Notes to the financial statements for the year ended 31st December 2025

1. Accounting policies

a. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP) (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006. The financial statements have been prepared under the historical cost convention with the exception of investments which are included at market value. In accordance with FRS 102 no statement of cash flow has been prepared

b. The Charity is dependent upon the continuing financial support of one of its former Trustees alongside other sources of funding. It is anticipated that the financial support will continue until 2029. Although the future is unpredictable the accounts have been prepared on a going concern basis.

c. Income from government and other grants whether capital or revenue is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

d. Donations and other forms of voluntary income are recognised as incoming resources when receivable except insofar as they are incapable of financial measurement.

e. Fund accounting
Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the Trustees have decided at their discretion to set aside for a specific purpose. Restricted funds are donations and grants which the donor has specified are to be solely used for particular areas of the Trust's work or for specific projects being undertaken by the Trust.

f. Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.
Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

g. Fixed assets include ancient woodland at the professional valuation of £400,000 in July 2015 when gifted to the Charity by one of the Trustees. No depreciation charge has been made in respect of the woodland. In addition to the woodland the fixed assets include various buildings valued at £400,000 in July 2015 when also gifted to the Charity by one of the Trustees, and further building work and improvements which have been valued at cost. All buildings are depreciated on a straight line basis over 50 years.

h. Investments are shown at market value determined by reference to UK stock exchange prices at the balance sheet date and income is recognised when received.

2. Donations	**2025**	**2024**
	£	**£**
Alan Heeks	20,000	19,979
Other donors	6,805	5,695
	26,805	25,674

Alan Heeks was a trustee until his resignation in April 2023.

The Trust benefits from the support of volunteers. In accordance with FRS102 and the SORP (FRS102) the economic contribution of general volunteers is not recognised in the accounts.

3. Grants	**2025**	**2024**
	£	**£**
Garfield Weston	10,000	
Hedley Foundation	2,000	
Wiltshire Community Foundation	2,000	
National Lottery Community Fund	-	20,000
The D'Oyly Carte Charitable Trust	-	3,500
National Lottery Heritage Fund	-	10,000
Salisbury Transition City C.I.C.	-	500
	14,000	34,000

4. Income from charitable activities	**2025**	**2024**
	£	**£**
Accommodation bookings and events	40,868	60,652
Sundry income	381	214
	41,249	60,866

6. Expenditure		**2025**	**2024**
		£	**£**
Fund raising costs			
Staff costs		3,513	1,025
		3,513	**1,025**
Expenditure on charitable activities			
Staff costs		64,975	51,178
Staff travel		-	43
Event and volunteering and training costs		1,437	3,279
Buildings management and maintenance		1,591	3,719
Woodland management		1,179	1,013
Other building costs		-	2,920
Miscellaneous costs		342	182
Cleaning and laundry		238	4,939
Depreciation of buildings and equipment		15,294	15,294
Support costs	see below	23,174	12,477
Governance costs	see below	-	282
		108,229	**95,326**
Support costs (included above)			
Communication		579	615
Marketing and advertising		70	119
Staff costs - administration		13,560	1,379
Insurance		5,432	5,013
Services, fuel and water		3,038	4,483
Bank charges		-	70
Other costs		495	798
		23,174	12,477
Governance costs (included above)			
Trustee expenses remuneration and expenses		-	282
		-	282

7. Tangible fixed assets	**Freehold land**	**Buildings & equipment**	**Total**
Valuation	**£**	**£**	**£**
Brought forward	400,000	764,675	1,164,675
Additions	-	-	-
Carried forward	400,000	764,675	1,164,675
Depreciation			
Brought forward	-	108,317	108,317
Adjustment for prior periods		-	-
Charge for the year	-	15,294	15,294
Carried forward	-	123,611	123,611
Written down value at 31st December 2025	**400,000**	**641,064**	**1,041,064**
Written down value at 31st December 2024	*400,000*	*656,358*	*1,056,358*

8. Investments UK listed investments	**2025**	**2024**
	£	**£**
Valuation at the beginning of the year	34,564	33,429
Increase/(decrease) in valuation	2,961	1,135
Valuation at the end of the year	37,525	34,564

9. Creditors: amounts falling due within one year	**2025**	**2024**
	£	**£**
Income in advance	-	-
Creditors	11,757	8,629
Unsecured long term loan	5,000	5,000
	16,757	13,629

10. Creditors: amounts falling due after one year	**2025**	**2024**
	£	**£**
Unsecured long term loan	45,000	50,000

The unsecured long-term loan is from Alan Heeks, a former Trustee and Director. The loan is repaid in annual instalments of £5,000 and should be fully repaid by 2035

11. Trustees remuneration and expenses	**2025**	**2024**
	£	**£**
The Memorandum and Articles of Association of the charitable company permit payments to Trustees where certain criteria are met.		
One trustee (three in 2024) was reimbursed for travel and sundry expenses incurred during the year:	261	339
The following Trustees were paid other than for reimbursed travel expenses during the year:		
Helen Kirk: Remuneration for providing staff maternity cover	-	320
Nick Mabey: Renumeration for providing managerial oversight	7,500	-
Ellen Osborne: Workshop facilitation	522	-

Trustees attending Trustee meetings and other events do occasionally stay overnight at Hazel Hill thereby reducing travel costs. Any benefit arising has not been taken reflected in these accounts.

12. Staff costs	**2025**	**2024**
Staff costs, excluding the trustees in note 11 , were as follows	**£**	**£**
Employees: Two in 2025 (three in 2024)	46,033	48,838
Freelance self employed: six in 2025 (five in 2024)	28,514	12,367
	74,547	61,205

13. Funds	**Unrestricted General fund**	**Unrestricted Capital reserve**	**Unrestricted Designated**	**Restricted funds**	**Total**
	£	**£**	**£**	**£**	**£**
Brought forward at 1st January 2025	38,730	30,000	1,001,358	10,000	1,080,088
Surplus (deficit) for the year	(4,394)	-	(15,294)	(10,000)	(29,688)
Transfers between funds	(5,000)		5,000		-
Gains and revaluation of investments	2,961				2,961
Carried forward at 31st December 2025	**32,297**	**30,000**	**991,064**	**-**	**1,053,361**
Represented by:					
Fixed assets			1,041,064		1,041,064
Investments	7,525	30,000			37,525
Debtors	1,275				1,275
Cash at bank	35,256			-	35,256
	44,056	30,000	1,041,064	-	1,115,120
Creditors	(11,757)		(50,000)		(61,757)
	32,299	**30,000**	**991,064**	**-**	**1,053,363**

14. Capital

Members of the charitable company guarantee to contribute an amount not exceeding £10 to the assets of the charitable company in the event of a winding up. The total number of such guarantees at 31st December 2025 was three (2024: three).

15. Related party transactions

In addition to the payments to the Trustees shown in note 11 above, the Charity provided services at commercial rates to three trustees who paid £5,340. (2024: four trustees paid £12,710).
There are no further related party transactions during the year which require disclosure in these accounts.

16. Taxation

The charitable company is exempt from Corporation Tax on its charitable activities.

HAZEL HILL TRUST
SUMMARY OF INCOME AND EXPENDITURE
FOR THE YEAR TO 31ST DECEMBER 2025

	Unrestricted Operational 2025 £	Unrestricted Designated 2025 £	Restricted 2025 £	Total 2025 £	Total 2024 £
Incoming resources					
Accommodation and events	40,868	-	-	40,868	60,652
Grants	10,000	-	4,000	14,000	34,000
Other income	381	-	-	381	214
Donations	26,805	-	-	26,805	25,674
Total Incoming resources	**78,055**	**-**	**4,000**	**82,055**	**120,540**
Expenditure					
Fund raising costs	3,513	-	-	3,513	1,025
Programme delivery	-	-	14,000	14,000	24,000
Forestry and conservation	1,179	-	-	1,179	1,013
Building maintenance	1,591	-	-	1,591	6,639
General management	52,991	-	-	52,991	35,622
Depreciation	-	15,294	-	15,294	15,294
Support costs	23,174	-	-	23,174	12,477
Governance costs	-	-	-	-	282
Total expenditure	**82,447**	**15,294**	**14,000**	**111,741**	**96,351**
Surplus (deficit)	(4,392)	(15,294)	(10,000)	**(29,686)**	**24,189**
Gains /(Losses) on revaluation of investments	2,961	-		2,961	-
Transfers between funds	(5,000)	5,000	-	-	-
Net Movement in funds	**(6,431)**	**(10,294)**	**(10,000)**	**(26,725)**	**24,189**