CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 1/1/25 Period start date To 31/12/25 Period end date

Charity name: Jubilee Leadership

Charity registration number: 1202382

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	The object of the CIO is, for the public benefit, the advancement of the Christian faith, in particular but not exclusively, by providing grants, resources and training to organisations and individuals in order to build capacity among Christian leaders, churches or missions to equip and enable them to carry out discipleship, evangelism and missionary work and deliver charitable projects in communities.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	The main activities undertaken in 2025 were: - Providing individual mentoring to leaders in churches and charities - Working as a consultant with church and charity leadership teams - Speaking, teaching and training at events across the country - Leading retreats and providing restorative hospitality - Undertaking research and developing new resources for use with churches and leaders - Contributing to prayer events with supporters of Jubilee Leadership - Providing free resources via the website - Networking and promotional activities
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	In agreeing the priorities and programme of Jubilee Leadership, trustees have paid due regard to the Public Benefit guidance issued by the Charity Commission, in particular the specific guidance on charities and the advancement of religion.

Additional information (optional)
You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	
Policy on social investment including program related investment	Para 1.38	
Contribution made by volunteers	Para 1.38	
Other		

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	2025 was a year of significant expansion for Jubilee Leadership in its ministry to Christian leaders. • We expanded our geographical reach, visiting church leadership teams and groups of leaders across the UK—from Darlington to Belfast, Torquay to Portsmouth, Newry to Burnham-on-Sea, and Aviemore to the Blackdown Hills. • We worked with 19 church leadership teams across seven denominations. • We delivered 183 one-to-one coaching and mentoring appointments during the year—an increase of almost 200% on the previous year. • We welcomed 43 leaders for in-person visits. • We delivered 52 facilitated and teaching sessions for church leaders. These sessions complemented the ministry's one-to-one work, creating structured opportunities for leadership teams and groups to learn, reflect and develop together. • We increased our Director's working hours from three to four days per week.

		Together, these activities show growth in both the scale and depth of direct engagement with Christian leaders. As trustees, we consider it essential to gather evidence of impact: the tangible difference our ministry makes to individuals and teams. To support this, a trustee contacts beneficiaries and asks a consistent set of straightforward questions in order to obtain feedback and enable increased impact. Examples of impact feedback from 2025 are as follows: *"As an Anglican vicar in the north of England, I appreciate meeting with Andy once a month, both to process personally what I am experiencing as a leader in a context of change and to draw on him as a consultant when clarifying the options available to us. His visit to the church in 2025 was greatly appreciated by my team, as he facilitated the development of our strategic plan."* *"As the pastor of a growing, multicultural church on the south coast of England, I value the opportunity to meet regularly with Andy. It provides a confidential space in which I can process both what I am doing in ministry and what ministry is doing to me. Andy also worked with my leadership team in 2025 on group dynamics, which everyone found very helpful."*

Additional information (optional)
You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	
Performance of fundraising activities against objectives set	Para 1.41	
Investment performance against objectives	Para 1.41	
Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	The financial position of the charity at 31st December 2025 was that there were total funds of £19,091.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	The Trustees have considered the level of reserves they wish to retain, appropriate to the charity's needs. At the end of 2025 that level was 2 months running costs. The Trustees aim to ensure Jubilee Leadership will be able to continue to fulfil its charitable objectives even if there is a temporary shortfall in income or unexpected expenditure. The Trustees will endeavour not to set aside funds unnecessarily.
Amount of reserves held	Para 1.22	£6,060
Reasons for holding zero reserves	Para 1.22	Not applicable
Details of fund materially in deficit	Para 1.24	None
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	Not applicable

Additional information (optional)
You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	
Investment policy and objectives including any social investment policy adopted	Para 1.46	
A description of the principal risks facing the charity	Para 1.46	
Other		

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	Trust Deed
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	Charitable Incorporated Organisation (whose only voting members are its Charity Trustees)
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	Trustees must be appointed by a resolution passed at a properly convened meeting of the Charity Trustees. On appointment of new Charity Trustees, the other Charity Trustees shall determine the rotation in which any additional Charity Trustees are to retire. In selecting individuals for appointment as Charity Trustees, the Charity Trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO. All Charity Trustees must subscribe and adhere to, in belief and lifestyle, the Statement of Faith.

Additional information (optional)
You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	
The charity's organisational structure and any wider network with which the charity works	Para 1.51	
Relationship with any related parties	Para 1.51	
Other		

Reference and Administrative details

Charity name	Jubilee Leadership
Other name the charity uses	
Registered charity number	1202382

Charity's principal address	Waterfield House Newton Road Bishopsteignton Teignmouth TQ14 9PP

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Peter Gray	Chair		
2	Dawn Brown			
3	Graham Brown			
4	Shirley Papps			
5	Philip Papps			
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Corporate trustees – names of the directors at the date the report was approved

Director name		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

Andrew Hickford

Exemptions from disclosure

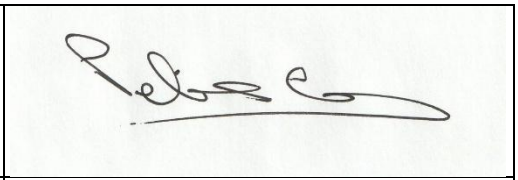
Reason for non-disclosure of key personnel details

Other optional information

Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Philip James Papps	Peter James Gray
Position (eg Secretary, Chair, etc)	Chair	Trustee
Date	7th October 2026	

Jubilee Leadership
Charity Number 1202382
Receipts and Payments
Year 1st January - 31st December 2025

Jubilee Leadership

	2024 General Fund	2025 General Fund
RECEIPTS		
Generated income	£7,516	£7,896
Donations	£13,840	£29,650
Gift Aid	£1,823	£1,277
Interest	£287	£260
Other Income	£250	£175
TOTAL RECEIPTS	£23,716	£39,258
PAYMENTS		
Employment Costs	£25,987	£31,500
Insurance	£235	£200
Expenses (travel, general, national)	£1,651	£1,117
Legal expenses	£25	£50
Subscriptions and Software costs	£771	£966
Website costs	£213	£255
Printing postage and stationery	£365	£0
Resources	£20	£16
Staff training	£1,488	£0
Bank charges	£0	£0
Hospitality	£5	£549
TOTAL PAYMENTS	£30,760	£34,653
NET RECEIPTS / (PAYMENTS)	(£7,044)	£4,605
CASH FUNDS AT 31.12.25		
Community Account	£2,360	£591
Savings Account	£12,330	£18,500
TOTAL CASH FUNDS	£14,690	£19,091
BANK ACCOUNT		
Co-operative Bank plc		
Community Account Number 67294419		
At 31.12.25	£2,360	£591
Savings Account Number 67294422		
At 31.12.25	£12,330	£18,500
TOTAL BANK ACCOUNT FUNDS	£14,690	£19,091

Jubilee Leadership
Charity Number 1202382
Receipts and Payments
Year 1st January - 31st December 2025

Jubilee Leadership

Independent Examiner's Report

I report to the trustees on my examination of the accounts of Jubilee Leadership ("the Trust") for the year ended 31st December 2025.

Respective Responsibilities of Trustees and Examiner

As the charity trustees of Jubilee Leadership, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act"). The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 and that an Independent Examination is needed.

Responsibilities and Basis of Report

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

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

Signed: 

Print name: Stephen Francis

Date: 2nd August 2026

Address: Flat 2 Albany Court, 12 Lewes Road, Eastbourne, BN21 2BT