Leading your Church into Growth

Trustees' Annual Report and Accounts
January - December 2025

These accounts cover the first complete financial year from January to December 2025, as the Leading your Church into Growth Charitable Incorporated Organisation (LyCiG CIO) Charity number 1208507.

The previous year accounts represent just one month of trading activity before the LyCiG CIO's financial year-end of December 2024 following the transfer of funds, assets and charitable activities from Leading your Church into Growth Charitable Trust (LyCiG Trust) Charity Number 1104285 which was removed from the Charity Commission's record of Charities on 3rd June 2025.

All previous trading activity was undertaken in the LyCiG Trust and is presented in those accounts to its year-end of November 2024. A copy of those accounts is available upon request, as they are no longer accessible from the Charity Commission, as the LyCiG Trust has been closed.

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Trustees' Annual Report

1. Reference and Administrative Details

Charity Name: Leading Your Church Into Growth (LyCiG CIO)

Registered Charity Number: 1208507

Registered Office:
7 Wren Crescent
Bodicote
Banbury
Oxfordshire
OX15 4FZ
Tel: 07392 762592

Email: operations@leadingyourchurchintogrowth.org.uk
Website: www.leadingyourchurchintogrowth.org.uk

Chair: Tracey White
Treasurer: Jane Adams

2. Structure, Governance and Management

Leading Your Church Into Growth is a Charitable Incorporated Organisation (LyCiG CIO) registered with the Charity Commission on 3rd June 2024, Registration No: 1208507. LyCiG CIO was established to take over the charitable activities and assets of Leading Your Church Into Growth charitable trust (LyCiG Trust), registered with the Charity Commission Registration No: 1104285. The LyCiG Trust ceased all activities on 30.11.24 and was removed from the Register of Charities on 03.06.25.

The LyCiG CIO is governed by a constitution dated 2nd May 2024, and its trustees are responsible for the control of LyCiG CIO and are responsible for promoting the Objectives.

Background to establishing the LyCiG CIO

The trustees reviewed their Governance and Management in 2024 and found the existing registered Charity Constitution, which had been in place for twenty years, was not sufficiently robust to support the growth of the charity. It lacked clarity, used non-inclusive language and did not support partnership working. Trustee liability was also an issue, and the charity was struggling to recruit new trustees.

In consultation with the Charity Commission, and after several discussions at Trustee Board meetings and with the volunteer team, LyCiG Trust applied to become a Charitable Incorporated Organisation (CIO). To ensure the volunteers had a sufficient voice in the work of the charity, the Association model was used.

Although some trustees of the former charity became trustees of the LyCiG CIO, the Charity Commission was satisfied that the reasons for the change and the procedures followed did allow for the new CIO to be registered. The LyCiG CIO registration was completed on 3rd June 2024.

This report represents the first full year of the CIO being in place.

Four new trustees were appointed in 2025. These appointments strengthen the Trustee Board in areas identified as insufficiently robust.

All trustees are required to attend a LyCiG residential conference if they have not already done so.

Those who do not hold a CofE Bishop's License are also required to complete the Church of England Safeguarding Foundation and Basic modules.

Organisational Structure



Some trustees also volunteer as part of the speaking team. Some of the staff are required to deliver as part of the speaking team. This ensures that all elements of the organisation are aware of the challenges and opportunities of the charity's work.

Although much of the charity's work is with the Church of England dioceses and parishes, LyCiG also works with the following churches in Britain:

- United Reformed Church
- Church in Wales
- Methodist Church

It also provides conferences for other umbrella organisations such as The Society.

LyCiG occasionally undertakes work with dioceses overseas. In recent years these have included New Zealand, Australia and Norway.

Trustees

Mrs Jane Adams (Treasurer)
Mrs Tracey White (Chair)
Ven Robert Jackson
Bishop Rhiannon King (appointed Deputy Designated Safeguarding Lead on 27.02.2025)
Ven Paul Ayers
Rev Canon Edwin Harry Steele - appointed 01.01.2025 (appointed Safeguarding Officer on 27.02.2025)
Mr Mark Sheard - appointed 01.01.2025
Rev Pieter-Jan Bosdin Leech - appointed 01.09.2025
Mr Alisdair Fraser - appointed 01.09.2025
Revd Neil Short (Secretary) - resigned 27.02.2026 (Safeguarding Officer from 25.11.2024 - 27.02.2025)
Dr Rachel Jordan-Wolf - resigned 27.02.2025

Trustees are required to discharge their duties in accordance with charity law. Within this, the day-to-day running of the charity is delegated to staff. However, Trustees and Staff are clear that all

decisions on policy that may create significant financial or other risks or which affect material issues of principle must be taken by Trustees not Staff.

There are no corporate trustees. There are no trustees holding title to property belonging to the charity.

The Staff Team for January - December 2025

Interim Director: Robin Gamble (to February 2025)
Contracted Interim Project Director: Diane McCarthy (to March 2025)

Director: Sue Cooke (from February 2025)
Associate Director: Felix Smith (from July 2025)
Associate Director: Charlie Graham (from May 2025)
Children & Families Specialist: Susie Coopey (from May 2025)
Operations Manager: Toby Everett (to August 2025)
Operations Manager: Gail Usher (from November 2025)
Administrative Assistant: Lisa Villanyi (from July 2025)
Contracted Bookkeeper: Natalie Harmer
Youthscape Consultancy - Youth Specialist: Ethan Miller (from January 2025)

The Volunteer Team for January - December 2025

Our work has been supported by the time and wisdom of volunteer team members gathered from different areas of ministry and church background in the UK.

Revd Sarah O'Donoghue	Revd Harry Steele	Ven Kate Peacock
Ven Catherine Pickford	Revd Stuart Radcliffe	Revd Grace Sentamu-Baverstock
Revd Neil Short	Revd Linda Tomkinson	Tracey White
Revd Sharon Kaye	Revd Peter Leech	Bishop Sophie Jelley
Revd Sarah Maughan	Fr Callum Mullet	Revd Gareth Banton
Revd Rolf Mason	Revd Layfetta Masih	Revd Sarah Cornick
Fr Grant Naylor	Revd Anna Norman-Walker	Revd Caitlin Carmichael-Davis
Revd Helen Bent	Revd Sue Cooke	Revd Claire Corley
Ven John Day	Revd Ed Down	Revd Ashley Evans
Revd Ruthi Gibbons	Bishop Rhiannon King	Revd Steve Coneys
Revd Darren Collins	Ven Alex Hughes	Megan Tilbrook
Revd Rachel Revely	Revd Rachel Prior	

3. Objectives and Activities

The purposes of the charity are set out in our governing document:

To advance the Christian faith for the public benefit in such parts of the world as the trustees shall from time to time determine through the provision of education and training to clergy and laity to promote church growth.

The trustees confirm that they have complied with their duty under Section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission.

We are a Christian educational organisation equipping leaders and churches to grow in faith, mission, and number.

For nearly three decades, we've been walking alongside churches across the UK and beyond — offering training, encouragement, practical help, and Spirit-led insight for meaningful, sustainable growth. Our heart is to see churches thrive not only in size, but in spiritual depth and community influence.
Through our conferences, courses, and resources, we provide clear and accessible steps to help leaders and congregations grow with confidence, vision, and purpose. Our approach is simple, Spirit-led, and rooted in the real, everyday life of the local church. We understand the unique challenges and opportunities that church leaders and congregations face, and we're committed to walking alongside them. Whether they are just beginning the journey or looking to build on existing momentum, LyCiG is here to help every step of the way.

> *"The clarity of the messages was excellent and very practical and led us through the different steps that helped us develop a working strategy for growth as we went through, so that the final exercise was really helpful."*
>
> *Conference delegate feedback*

From conferences and courses to hands-on training and accessible resources, everything we offer is designed to help churches flourish.

> *"It was all very good but if I have to choose one thing then it would probably be session 6 and the stepping stones because it wasn't just about growing church numerically and getting more people in church. It reminds me that we need to think of everyone and ensure that everyone is crossing the river from one stone to the next as we all journey with God from being seekers to disciples then servants and apostles."* *Conference delegate feedback*

Our conferences are courses delivered by a volunteer team made up of passionate, energetic and missional individuals who are bishops, archdeacons, directors of mission and parish clergy of all traditions, along with lay people.

> *"Really good diversity and experiences within the team which lead to valuable stories and examples."* *Conference delegate feedback*

Conferences can be run as a residential event, on Zoom or in a central venue with participants returning home each night. We have built a strong track record with many dioceses in the Church of England and our conferences have also been delivered with partners in New Zealand, Australia, Norway, The Church in Wales, the Methodist Church and the United Reformed Church (URC).

Our conferences are primarily educational irrespective with all materials prepared by LyCIG, All our speakers attend and present on behalf of LyCIG, whether volunteers or staff.

Aside from delivering courses at conferences, LyCiG CIO produces materials which are designed to enable church leaders to grow their church locally in their own time. For example:

Start!	A six-session Christian enquirers course.
Moving On	A seven-session nurture course.
LyCiG Local	A seven-session course exploring growth in the local church.
100 Days with Jesus	A devotional book written by Robin Gamble with associated Bible Studies.

4. Achievements and Performance

When the founder of LyCiG announced his intention to retire in 2024, the trustees recognised the need to employ a National Director to move LyCiG into a new phase of its work.

LyCiG achieved one of its major goals when it secured funding to 'Step Up and Scale Up' its work from the Church of England Strategic Mission and Ministry Investment Board (SMMIB).

The funding initially enabled LyCiG to fund a contracted part-time Interim Project Director. This role finished in March 2025 when the new National Director took up their post and handover was completed.

As part of the funding from SMMIB, a staff team was appointed to support the work of the charity, as follows:

Director: Sue Cooke (from February 2025)
Associate Director: Felix Smith (from July 2025)
Associate Director: Charlie Graham (from May 2025)
Children & Families Specialist: Susie Coopey (from May 2025)
Operations Manager: Toby Everett (to August 2025)
Operations Manager: Gail Usher (from November 2025)
Administrative Assistant: Lisa Villanyi (from July 2025)
Youthscape Consultancy - Youth Specialist: Ethan Miller (from January 2025)
Contracted Bookkeeper: Natalie Harmer

During 2025 the charity provided:

National conferences	3
Diocesan conferences	6
Training/taster days	3
Total attendees:	549 - including 214 clergy and 335 lay leaders
Parishes served:	388

98% of attendees were inspired to pray for growth after attending a conference

> *"Quite frankly it was a masterclass in how to run a conference; it was snappy, engaging, speakers didn't just repeat the material we were given, and we were always left wishing we had a little bit more time (a good thing - leave them wanting more!). I used to organise seminars so I've seen A LOT of dreary talks in my time, this was leagues above."* *Conference delegate feedback*

Working with our partnership organisation (Youthscape), a pilot LyCiG:Youth Conference was held 2 - 4 September 2025. This provided valuable feedback for the full launch of LyCiG:Youth in 2026.

4. Future Plans

The trustees are aware that the current SMMIB funding will end in June 2028. They are currently considering a further application to this fund which would be made in 2027. The fundraising team are working on grant applications to support operational costs as well as specific projects such as the refilming of Start and Moving On. The trustees are satisfied that we are on track to meet the main outcomes of the initial SMMIB bid and conferences are being booked in for 2027. In January 2027 the trustees have a strategic vision day planned to discuss future plans for LyCiG, but are satisfied we will continue to operate as planned throughout 2027 and the first half of 2028

5. Financial Review and Reserves

These accounts are prepared on an accruals and prepayments basis.

For the period ending 31 December 2025, the organisation recorded a net deficit on unrestricted funds of £28,413. This is due to an increase in administration costs that were not covered by the SMMIB grant fund.

Restricted funds recorded a net surplus of £25,813 in the reporting period. This was due to expenses in the prior financial period being claimed back and received from SMMIB funding in the period ending 31 December 2025.

The reserves policy in 2025 set a target free reserves balance of 3 month's salary costs. On 31st December 2025 there were six employees, with monthly salary costs of circa £14,000. Free reserves of £69,906 are therefore above our target balance, though it is noted that further deficits of unrestricted reserves should be minimised.

Please also refer to the Going Concern Statement in Note 1.2 to the accounts.

6. Risk Management

A Finance Committee has been appointed to oversee financial planning, budgeting, investment, risk management, and reporting to ensure sound financial governance. This committee consists of a mix of trustees with relevant experience, and members of the staff team.
Financial risks have been identified in relation to staff costs, conference expenses and publications. The Trustees will undertake an annual risk analysis exercise. No contract has been or will be entered into without the certainty that funds are available to fully service all such commitments. Contracts will only be entered into with a majority vote from the LyCiG Trustees and minuted.

LyCiG's computer assets comprise a single laptop, which is capitalised as a tangible fixed asset and serves as the primary hub for operational activities. The condition and useful economic life of the device will be reviewed annually to ensure that financial provisions are in place for its replacement when required.

7. Taxation Status

As a registered charity, Leading your Church into Growth (LyCiG CIO) is entitled to certain exemptions from corporation tax on profits from trading activities carried out in furtherance of its charitable purposes.

8. Access, Inclusion and Policies

LyCiG CIO is committed to access and inclusion in all its work. Revd Neil Short was appointed as the trustee responsible for Access, Inclusion and all Policies. These are revised each year and presented for adoption by the trustees at the AGM. The following policies and procedures are in place and have been presented to the membership of the CIO:

- Complaints & Feedback
- Data Protection
- Disciplinary Policy and Procedure
- Environmental Policy
- Equality, Diversity & Inclusion Policy
- Equipment Use Policy
- Finance
- Fundraising and Donor Policy
- Grievance & Dispute Policy
- Health and Safety Policy
- Modern Slavery Statement and Policy
- Pay Policy
- Privacy Policy
- Safeguarding Policy & Procedures
- Travel and Expenses Policy
- Trustee Expenses & Services Policy
- Volunteer Equality, Diversity and Inclusion Policy
- Volunteer Policy
- Whistleblowing Policy

9. Volunteers

The majority of LyCiG's work is carried out by the members who are all volunteers. The volunteers are not paid for their time, but expenses are reimbursed.

10. Trustee Recruitment, Induction and Training

An information pack is given to potential Trustees which requests a CV and covering letter. This is followed by an online interview. The CV and covering letter are then circulated to the entire Trustee Board so that they can ask any questions, raise concerns or confirm that they wish to appoint the candidate to the Trustee Board.

All trustees are required to attend a LyCiG residential conference if they have not already done so. Those who do not hold a CofE Bishop's License are also required to complete the Church of England Safeguarding Foundation and Basic modules.

11. LyCiG Trust Transfer of Funds to LyCiG CIO

On the 30th November 2024, the LyCiG CIO received the transfer of all assets, liabilities and activities from the LyCiG Trust. From this point the LyCiG CIO commenced trading activities and the LyCiG Trust was in the process of closure, which was completed on 3rd June 2025 when the LyCiG Trust was formally closed and removed from the Register of Charities.

The LyCiG Trust bank account continued to receive standing order donations during the financial period, and also Gift Aid income from the final HMRC Gift Aid Claims submitted after the LyCiG Trust ceased trading activities. The residual donations and Gift Aid claims received were transferred to the LyCiG CIO and the LyCiG Trust bank accounts closed on 21st July 2025 after any remaining funds were transferred to and received by the LyCiG CIO.

Value of Assets transferred from LYCIG Trust

Donations: £1,155

Gift Aid: £1,857

Total transferred: £3,102

12. Approval of Trustees Report and Accounts

The Trustees declare that they have approved the trustees' report above and the accounts for the Year Ending 31st December 2025.

Signed on behalf of the charity's trustees



Tracey White
Chair of Trustees Date14/10/2026

Independent Examiner's Report to the Trustees of LyCiG CIO

Independent examiner’s report to the trustees of Leading your Church into Growth (LyCiG CIO)

I report to the trustees on my examination of the accounts of Leading your Church into Growth (LyCiG CIO) for the year ended 31 December 2025.

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

The charity’s gross income exceeded £250,000, and I am qualified to undertake the examination by being a qualified member of the Association of Accounting Technicians (AAT).

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.

Justin Charlesworth MAAT
Association of Accounting Technicians

c/o Emerge (UK)
51 Kyffin Place
Sutton Community Centre
Bradford, BD4 8NB



Accruals and Prepayments Accounts for the year ended 31st December 2025

Statement of Financial Activities

	Unrestricted Current Year 2025 (12 months)	Restricted 2025	Total 2025	Total Prior Period 2024 (1 month)
Income				
Donations	3,437	-	3,437	273
Income from conferences	77,023	-	77,023	3,880
Income from sale of materials	12,487	-	12,487	762
Grants	-	176,250	176,250	15,931
Other Income	2,656	-	2,656	42
Transfer from LyCiG Trust	3,012	-	3,012	87,398
Total Income	**98,615**	**176,250**	**274,865**	**108,286**
Expenditure				
Cost of Activities				
Costs of conferences	39,662	11,103	50,765	183
Costs of materials and related selling costs	4,275	-	4,275	2,660
Total Cost of Activities	**43,937**	**11,103**	**55,040**	**2,843**
Total Administrative expenses	**83,091**	**139,334**	**222,425**	**33,281**
Total Expenditure	**127,028**	**150,437**	**277,465**	**36,124**
Net Income/(Expenditure) for the year	**(28,413)**	**25,813**	**(2,600)**	**72,162**
Transfers between funds	**-**	**-**	**-**	**-**
Net movement in funds	**(28,413)**	**25,813**	**(2,600)**	**72,162**
Reconciliation of Funds				
Total funds brought forward	**98,319**	**(26,157)**	**72,162**	**-**
Total funds carried forward	**69,906**	**(344)**	**69,562**	**72,162**

Statement of Financial Position at 31st December 2025

	Unrestricted 2025	Restricted 2025	Total 2025
Fixed Assets			
Computer Equipment	-	1,799	1,799
Less accumulated depreciation	-	(600)	(600)
Total Fixed Assets	**-**	**1,199**	**1,199**
Current Assets			
Accounts Receivable	2,435	-	2,435
Prepayments	35,127	1,076	36,203
Cash at Bank and In Hand			
Bank Current account	3,904	-	3,904
Bank Deposit account	65,321	115,011	180,332
Stripe accounts	44	-	44
Total Cash at Bank and In Hand	**69,269**	**115,011**	**184,280**
Total Current Assets	**106,111**	**116,087**	**222,918**
Creditors: amounts falling due within one year			
Accounts Payable	12,135	194	12,329
Deferred Income	22,872	117,436	140,308
Taxes Payable	1,918	-	1,918
Total Creditors: amounts falling due within one year	**36,925**	**117,630**	**154,555**
Net Current Assets (Liabilities)	**69,186**	**(1,543)**	**68,363**
Total Assets less Current Liabilities	**69,906**	**(344)**	**69,562**
Charity Funds			
General	69,906	-	69,906
Total Unrestricted Funds	**69,906**	**-**	**69,906**
Restricted Funds			
SMMIB Grant	-	(344)	(344)
Total Restricted Funds	**-**	**(344)**	**(344)**
Total Charity Funds	**69,906**	**(344)**	**69,562**

Notes to the accounts for the year ended 31st December 2025

Basis of Preparation

1.1 Basis of Accounting

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

These accounts have been prepared in accordance with the Charities Act 2011 and with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014.

The charity constitutes a public benefit entity as defined by FRS 102.

1.2 Going Concern

These accounts have been prepared on a going concern basis. The Trustees continue to monitor the cashflow and reserves position regularly with 12 month forecasts prepared for each Finance Committee and Board meeting. The Trustees recognise there are inherent uncertainties but believe it is appropriate to prepare the accounts on a going concern basis. There was an increase to the staff team and other operating costs in 2025 as part of the planned 'Step Up and Scale Up' SMMIB funded project costs, but no further increases are planned in 2026. The organisation is reliant upon SMMIB funding to meet its obligations and continues to monitor the management of working capital. Additional fundraising will be required to cover all future unrestricted cash outflows and as such a Fundraising Officer has been contracted in Q1 2026. The costs of this consultancy will be covered by SMMIB funding.

1.3 Change in Accounting Policy

With effect from the 1st January 2025, the Trustees have changed the charity's accounting policy from a Receipts and Payments basis to an Accruals and Prepayments basis of accounting, in order to comply with the Charities Commission requirements following an increase in turnover.

This change has been applied retrospectively, and the comparative figures for the year ended 31st December 2024 have been restated to reflect the accruals basis, including the recognition of debtors, creditors, prepayments and accruals.

The accounts for the year ended 31st December 2025 are prepared on an Accruals and Prepayments basis, income and expenses are recognised when they are earned or incurred, rather than when cash is received or paid. Trade Debtors and Trade Creditors are now recognised on the balance sheet.

The charity is not registered for VAT, so all figures are inclusive of VAT where applicable.

2. Accounting Policies

2.1 Reconciliation with Previous Accounting Practice

The impact of the change in accounting policy on the 2024 figures is as follows

	2024 Accounts Receipts & Payments	Adjustments (+/-)	2024 Accounts Accruals & Prepayments
Income	116,206	-7,920	108,286
Expenditure	-9,441	-26,683	-36,124
Net Income/Expenditure	**106,765**	**-34,603**	**72,162**
Adjustment			
Cash at Bank and In Hand	**107,205**	**-440**	**106,765**
Debtors	-	510	510
Prepayments	-	17,600	17,600
Total Current Assets	**107,205**	**17,670**	**124,875**
Trade Creditors	-	44,283	44,283
Deferred Income	-	8,430	8,430
Total Creditors: amounts falling due within one year	**-**	**52,713**	**52,713**
Total Assets less Current Liabilities	**106,765**	**-35,043**	**72,162**
Total Charity Funds	**106,765**	**-35,043**	**72,162**

The adjustment in the Cash at Bank and In Hand of -£440 is due to items not showing in the bank, arising from a difference in settlement dates at the last year end 31st December 2024. This was a transaction of £185 for Pension payable, and a transfer to Stripe of £255 from the current account.

2.2 Income

In the prior year, income from the sale of materials and from conferences only reflects one month of active trading. Trading commenced in December 2024 as the LyCiG Trust was still actively trading until the transfer date of 30.11.24. This financial year represents the first full year of trading. All incoming resources are shown in the Statement of Financial Activities (SOFA) when LyCiG is legally entitled to them as income or capital respectively, ultimate receipt is reasonably certain and the amount to be recognised can be quantified with reasonable accuracy.

2.3 Expenditure and Liabilities

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

The charity has creditors which are measured at settlement amounts less any trade discounts.

2.4 Assets

Fixed assets are valued at cost and are capitalised if they can be used for more than one year, and cost at least £1,000. Depreciation is provided in order to write off the cost (less any ultimate disposal proceeds at prices ruling at the time of the asset's acquisition) of fixed assets over their currently expected useful economic lives at the following initial rates:

Computer equipment	33% straight line

Other tangible fixed assets additions less than £1,000 are depreciated in full during the year of purchase.

As the SMMIB funding includes provision for computer equipment purchased for SMMIB funded staff, the Fixed Asset total of £1,799 is Restricted.

Debtors (including trade debtors and loans receivable) are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received.

3. Analysis of Income

This is the LyCiG CIO's first 12-month set of accounts, as the financial accounts for the year ending 31st December 2024 only represented one month of trading activity.

The next year of LyCiG CIO accounts will provide a combined set of comparable figures, and allow for the comparison with a full year of trading activity.

During the period February-July 2025, donations received into the LyCiG trust bank account, and Gift Aid claimed from HMRC from the LyCiG Trust Registration Number 1104285 were transferred and received by the new LyCiG CIO Registration Number 1208507.

The assets received by the LyCiG CIO comprised of:

- Donations: £1,155
- Gift Aid: £1,857

Total of £3,102 transferred from the LyCiG Trust.

The LyCiG Trust was removed from the register of Charities on the 3rd June 2025, and the LyCiG Trust bank accounts were closed on 21st July 2025 after these remaining funds were transferred to the LyCiG CIO accounts.

4. Analysis of Expenditure

This is the LyCiG CIO's first 12-month set of accounts. In the comparative data for the year ending 31st December 2024, expenditure related to the cost of sales and administration expenses only reflects one month of operations and trading activity.

The next year of LyCiG CIO accounts will provide a combined set of comparable figures, and allow for the comparison with a full year of trading activity.

The expenditure is broken down into the following areas:

Costs of conferences and materials for resources sold - £55,040

Administration expenses comprised of

Salaries and staffing costs - £121,592

Consultancy costs - £50,450

Advertising and marketing - £1,224

Annual General Meeting costs - £1,732

Overheads and general running costs - £47,427

5. Details of Certain Items of Expenditure

	This Year £
Independent examiner's fees (IE 2024 accounts)	268

6. Paid Employees

6.1 Staff Costs

	This Year £
Salaries and wages	109,926
Social security costs	-
Pension costs	11,666
Other employee benefits	-
Total staff costs	121,592

All social security costs were covered by the Employment Allowance for the 2024/5 and 2025/6 tax years.

No employees received employee benefits (excluding employer pension costs) for the reporting period of more than £60,000

6.2 Average Head Count in the Year

The average number of employees during the year was 4.

At the end of the reporting period there were 6 employees (FTE 3.5).

Full-time equivalent (FTE) staff numbers are calculated by dividing the contracted weekly hours of part-time employees at the balance sheet date by the charity's standard full-time working week of 37.5 hours, then adding to the number of full-time staff.

6.3 Redundancy payments

A cash payment of £5,716.25 was made as a Termination Payment during the period.

7. Defined Contribution Pension Scheme

LyCiG participates in two pension schemes. The National Employment Savings Trust (NEST) for all non-clergy staff members, and the Church of England Funded Pensions Scheme for staff members who are ordained clergy within the Church of England.

National Employment Savings Trust (NEST) is a defined contribution occupational pension scheme. Contributions payable to NEST are charged to the profit and loss account as an expense in the period in which they are incurred. The Charity has no further obligations once the contributions have been paid. The assets of the scheme are held separately from those of the charity in independently administered funds. The pension charge for the year represents contributions payable by the company to the fund and amounted to £4,346 in 2025 (2024: £184).

The Church of England Funded Pensions Scheme (CEFPS) for stipendiary clergy is a defined benefit pension scheme. This scheme is administered by the Church of England Pensions Board, which holds the assets of the scheme separately from those of the Responsible Bodies.

Each participating Responsible Body in the Church of England Funded Pensions Scheme pays contributions at a common contribution rate applied to pensionable stipends. The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. It is not possible to attribute the Scheme's assets and liabilities to each specific Responsible Body, and this means contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are contributions payable towards benefits and expenses accrued in that year, which were £7,319 in 2025 (2024: £0), plus any figures arising from contributions in respect of any Scheme deficit.

A valuation of the Scheme is carried out once every three years. The 2021 valuation showed the Scheme to be fully funded. The most recent Scheme valuation completed was carried out at as 31 December 2024, and also showed the Scheme to be fully funded; as such in 2025, the deficit contributions paid were £0 (2024: £0).

The December 2024 valuation revealed a surplus of £560m, based on assets of £2,570m and a funding target of £2,010m, assessed using the following assumptions:

- An average discount rate of 6.0% pa;
- RPI inflation of 3.4% pa (and pension increases consistent with this);
- CPIH inflation in line with RPI less 0.7% pa pre 2030 moving to RPI with no adjustment from 2030 onwards;
- Increases in pensionable stipends in line with CPIH;
- Mortality in accordance with 90% of the S4NA_L tables, with allowance for improvements in mortality rates from 2017 in line with the CMI2023 extended model with a long term annual rate of improvement of 1.5%, a smoothing parameter of 7, an initial addition to mortality improvements of 0.5% pa and an allowance for 2020 and 2021 data of 20% (i.e. w = 20%).

The 2024 valuation reflects the benefit improvements that the General Synod agreed in principle in July 2025 (and confirmed in February 2026).

Section 28.11A of FRS 102 requires agreed deficit recovery payments to be recognised as a liability. However, as there were no deficit recovery payments from 1 January 2023 onwards, the balance sheet liability as at 31 December 2024 and 31 December 2025 is nil.

The legal structure of the scheme is such that if another Responsible Body fails, LyCiG could become responsible for paying a share of that failed Responsible Body's pension liabilities.

8. Tangible Fixed Assets

	Computer Equipment
Cost	
At 1st January 2025	-
Additions	1,799
At 31st December 2025	1,799
Depreciation	**SL Basis, 33%**
At 1st January 2025	-
Charge for the year	600
At 31st December 2025	600
Carrying amount	
At 31st December 2025	1,199

9. Stock

	31st December 2025	31st December 2024
Stock at lower of cost or valuation	£1,961	£5,668

10. Debtors and Prepayments

	Unrestricted	Restricted	Total
Trade Debtors	**2,435**	**-**	**2,435**
Prepayments			
Insurance 2026/27	1,183	-	1,183
Conference costs 2026/27	32,860	761	33,621
Team Meeting costs 2026	1,084	-	1,084
Operations costs 2026	-	315	315
Total Prepayments	**35,127**	**1,076**	**36,203**

The booking charges for National Conferences venues are due in advance of the events. A significant proportion of the total prepayments figure is for venue charges in 2026 and 2027 paid in advance. Any specific SMMIB-funded conference venue charges are shown in the Restricted funds total, and the Restricted SMMIB-funded operational costs relate to annual software fees paid in 2025, a proportion of which is held in prepayments at the year end.

11. Creditors and Deferred Income

	Unrestricted	Restricted	Total
Trade Creditors	12,135	194	12,329
HMRC (PAYE/NI)	1,918	-	1,918
Deferred Income			
SMMIB Grant income held for Jan-June 2026	-	117,436	117,436
Diocesan Conference income 2026	7,850	-	7,850
National Conference income 2026	15,022	-	15,022
Total Deferred Income	**22,872**	**117,436**	**140,308**

The Trade Creditors figure includes invoices totalling £10,626 from the Christian Conference Centre Trust for payments due for venue hire for National Conferences.

The Deferred Income balance at the 31st of December 2025 was £140,308. Of this £117,436 is Restricted Funds due to SMMIB grant income received in the period, received in advance for anticipated expenditure in the 2026 financial year.

12. Cash at Bank and In Hand

	31st December 2025	31st December 2024
Cash at bank and on hand	£184,280	£106,765

13. Charity Funds

Movement in funds during the year

The movements in the different funds can be summarised as follows:

	Re-stated opening balances at 31 December 2024	Incoming Resources	Outgoing Resources	Transfers	Fund balances at 31 December 2025
Unrestricted Funds					
Transfer from LyCiG Trust	-	3,012	-	(3,012)	-
General Fund	95,319	95,603	(125,928)	4,912	69,906
Designated Bursaries *(see note)*	3,000	-	(1,100)	(1,900)	-
Total Unrestricted Funds	**98,319**	**98,615**	**(127,028)**	**-**	**69,906**
Restricted Funds					
SMMIB *(see note)*	(26,157)	176,250	(150,437)	-	(344)
Total Restricted Funds	(26,157)	176,250	(150,437)	-	(344)
Total Charity Funds	**72,162**	**274,865**	**(277,465)**	**-**	**69,562**

The opening balances have been restated due to the change in accounting policy from a Receipts and Payments basis, to an Accruals and Prepayments basis (see Note 2.1).

Designated Bursaries
As agreed by the Trustees at the Trustee Meeting on 18th September 2025, the Designated Bursaries fund is to be moved into the unrestricted General Fund. Bursaries of £1,100 were allocated during the period, then the remaining unallocated funds transferred to the General Fund.

SMMIB Restricted Fund
The SMMIB Restricted Fund is the Church of England 'Strategic Mission and Ministry Investment Board' grant funding for the LYCIG 'Step Up and Scale Up' partnership project over three years. This was claimed quarterly in arrears from the Church of England until March 2025, when the transition was made to claiming quarterly in advance. The opening balance of -£26,157 is due to SMMIB project expenses incurred in the 2024 financial year that were claimed back from SMMIB funding in the 2025 financial year. At the end of the 2025 financial year there was a difference of (£344) between SMMIB expenses and SMMIB funds, and this difference will be claimed in a subsequent claim.

14. Transactions with Trustees and Related Parties

None of the trustees have been paid any remuneration or received any other benefits from the charity.

Expenses were paid to the trustees totalling £1,187 for training and travel costs.

There were no related party transactions during the period.

15. Additional Disclosures

There are no other significant matters, not covered in other notes that need to be included.