



PIONEERS

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DISCOVER



2024 *Annual Report*

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

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Report of the Trustees

The Trustees who are also Directors of the Charity for the purposes of the Companies Act 2006, present their report with the financial statements of the Charity for the year ended 31 December 2024. The Trustees have adopted the provisions of 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

- › To advance the Christian faith among all peoples throughout the world, particularly amongst peoples of the Arab and African worlds wherever they may be found.
- › To relieve persons in poverty, hardship, sickness or need regardless of their religion or ethnic origin throughout the world particularly amongst peoples of the Arab and African worlds wherever they may be found.
- › To Advance the Christian education and training of peoples throughout the world, particularly amongst peoples of the Arab and African worlds.
- › To promote awareness amongst those who profess to be committed followers of Jesus Christ of the spiritual needs of persons throughout the world, especially those of the Arab and African worlds.

PUBLIC BENEFIT

The Trustees are aware of the Charity Commission guidance on public benefit and this is taken into account when considering the Charity's objectives. The Trustees believe that our work and current activities as illustrated in this document meet this guidance in every material respect.



Welcome from the Co-Chairs

I am delighted to welcome you to our 2024 Annual Report!

Much time and effort in 2024 have been spent in pursuing full merger between Pioneers UK based in Bawtry, South Yorkshire and our partner organisation AWM-Pioneers based in Loughborough with the aim of forming one Mobilisation Base for Pioneers in the UK and Ireland. The merger into one new charity called Pioneers UKI (Pioneers United Kingdom and Ireland) became effective from 1st July 2024.

It was in 2007 that Action Partners joined the global family of Pioneers and Arab World Ministries (AWM) did so in 2011. So, for the past thirteen years there have been two Pioneers Mobilisation Gateways in the UK. We have collaborated well together in sending workers to plant churches amongst unreached people groups. Pioneers UK has had a global focus whilst AWM-Pioneers has mobilised workers for the Arab world.

Over the past few years both the Boards and National Directors of Pioneers UK and AWM-Pioneers have been exploring how a full merger would enable a bigger impact for the Kingdom of God amongst the unreached. We agreed that merger would enable better pooling of resources, increased synergy and consequently increased effectiveness and expertise in equipping and serving our mission workers.

Following merger on 1st July, we are now Pioneers United Kingdom and Ireland and we have refined our charitable objectives to incorporate both Global Mission and a focus on both the African and Arab worlds, thus honouring the legacy of a combined total of over 250 years of ministry.

A high point of 2024 was the Horizon Vision Conference in Shropshire in August with a gathering of mission workers, retired workers, staff and trustees from both entities. It was a wonderful time of celebration, sharing together and relationship building. We also held our first board meeting of Pioneers UKI which is composed of five trustees from each of the two previous boards. Mike Hyde, the previous Board Chair of AWM-Pioneers, and myself Co-Chair the new board. We aim to recruit some new trustees in the near future and will be working on our new Strategic Plan together with the Senior Leadership Team.

I continue to be encouraged and inspired by all of our mission workers, staff and supporters who work tirelessly to make Christ's name known among some of the most difficult places in the world.

DR JULIE RUTH HICKSON | CO-CHAIR, writing on behalf of both Co-Chairs

History

NORTH AFRICA

Our earliest roots go back to a British couple, George and Jane Pearse. In 1876, on a trip to Algeria, they were convicted by the need in North Africa. Their friend Henry Grattan Guinness urged them to begin a new ministry and so, in 1881, the Pearses founded the Mission to the Kabyles. It would shortly afterwards be renamed the North Africa Mission (NAM). It is believed that this multicultural group were the only Protestants at the time sharing the gospel with local people across the Maghreb.

Later that decade, artist Lilius Trotter felt called at a NAM meeting and in 1888 travelled to Algeria with friends. Together, they formed the Algiers Mission Band (AMB), pioneers in contextualised literary ministry. In 1964, after decades of working closely together, AMB merged with NAM.

Other agencies joined NAM over the years, including two agencies focused on medical work in the south of Morocco, the Southern Morocco Mission and the Dades Valley Fellowship. With work in the Middle East growing, NAM was renamed Arab World Ministries (AWM) in 1987.

THE SAHEL

Almost two decades later, Henry Grattan Guinness and his daughter Lucy toured Egypt in 1900, guided by NAM missionary Karl Kumm. Sharing a compassion for unreached peoples, Karl and Lucy, both now students at Cliff College, Derbyshire, married and founded the Sudan United Mission (SUM) setting up the first office in Castleton. Seeing a need beyond North Africa, they raised awareness of the Sahel.

By 1904, four men, including Karl Kumm, had travelled to Nigeria. The ministry combined meeting humanitarian needs with sharing the gospel. Their work carries on in the church they founded, the Church of Christ in Nations (COCIN), now a very large denomination with whom the Mission continues in close partnership and fellowship. In 1989, the Mission changed its name to Action Partners and branched out into other parts of Africa.

PIONEERING MINISTRY

Ted Fletcher was the National Sales Manager at the Wall Street Journal when he felt called into mission. He and his wife Peggy spent a few years applying to different agencies, being rejected for not being 'typical' missionaries. Undeterred, and challenged by a trip to Nigeria, the Fletchers began a new ministry in 1979, renamed Pioneers to reflect a desire to go to the least reached peoples and places.

In 2007, Action Partners joined the global Pioneers movement, becoming Pioneers UK. AWM then joined in 2011 and was renamed AWM-Pioneers.

In 2024, following a long period of seeking the Lord together, the two organisations merged into one team and expanded our sending remit to encompass our histories. We are now Pioneers UK and Ireland, sending mission workers from both nations to the wider world and honouring our shared legacy.



Welcome from the CEO

2024 saw Pioneers UK progress in several key areas.

We strengthened our office team with the addition of two new staff members, Rosie and Kefas. Rosie comes to us with extensive experience both in Africa and in member care. Rosie continues to lecture at All Nations Christian College and joins us, part-time, serving in our Member Care team. Kefas is a Nigerian and a Church of Christ in Nations (COCIN) minister resident in the UK. Kefas joins our mobilisation team with a specific remit to help us engage with and mobilise the vibrant and growing Afro-diaspora church here in the UK.

There has been another strengthening in 2024! The two historic Missions of AWM-Pioneers and Pioneers UK have for many years been two distinct 'Mobilisation Gateways' in the same global missions family that is Pioneers. August 2024 witnessed our two Missions become one Pioneers Gateway for the UK and Ireland following the merging together of AWM-Pioneers and Pioneers UK in the same month and the establishment of one united board. The significant and complex process to merge operating systems and communications began apace in 2024. A new, united, team structure was established during 2024 and we began to operate as one team from three physical Centres: Belfast, Bawtry, and Loughborough. Our new working name is Pioneers UK and Ireland.

2024 also realised the signing of a Memorandum of Partnership with the Church of Christ in Nations; a partnership designed to support this large indigenous Nigerian denomination in its own missional outreach to unreached people groups in Nigeria and beyond.

As well as engaging with the Women's Guild of the Church of Scotland throughout the year, Pioneers UK and Ireland continued to enjoy and benefit from strong working relationships with the international family of Pioneers and the Global Connections network of UK mission agencies.

We hope that as you read through this annual report of our 2024 activities, you too will be encouraged and inspired by the worldwide Pioneers mission family and network of mission agencies across the body of Christ within which we work for the sake of God's Kingdom.

On behalf of the Pioneers UK and Ireland team,

REV STEPHEN CARLING | CEO

Strategic Report & Charitable Activities

Pioneers UKI continues to be deeply committed to ministering to not only the spiritual needs but also the material and felt needs of those with whom we work. Below are some examples of how our workers have toiled to promote a positive and more just society in 2024 through our charitable aims.

The threat of HIV/Aids may have gone out of the headlines but it remains a current worry for many families in West Africa. Our team of staff and volunteers in Nigeria visit local schools and churches offering a message of nonjudgemental hope for HIV/AIDs sufferers and their families. Taboos and social isolation over HIV are challenged as a message of prevention is promoted. HIV/AIDs testing is offered free of charge. People testing positive are invited to accept their HIV status and be open rather than live in secrecy. They are offered counselling and support, and follow-up quarterly visits are made. Over 40,000 adults and school children in Nigeria and neighbouring countries are visited in a year.

We have made a difference through the relief of persons in poverty, hardship, sickness or need regardless of their religion or ethnic origin in the Arab and African worlds.



GOATS AS BANK ACCOUNTS FOR THE POOREST OF UGANDAN WOMEN AND FAMILIES

Abandoned women and widows in Uganda have very few rights and often their land and possessions are ‘grabbed’ by relatives when their husband dies or walks out, meaning they cannot even grow their own food. A Pioneers UKI Team Leader serves as Assistant Director within a Ugandan-led charity registered in both Uganda and Scotland. Thanks to several grants from British charitable trusts partnering with Pioneers UKI, he and the team have been able to buy many high-quality female goats to act as ‘cash cows’, quite literally. The goats are a source of tangible hope for the widows who will be able to sell the offspring for medical requirements, school fees or food. Over 400 widows or abandoned women have benefitted from this project since 2020.



OFFERING HOPE THROUGH EDUCATION AND NUTRITION FOR POOR AND MIGRANT CHILDREN

Uganda has one of the youngest and most rapidly growing populations in the world, with over 50% of the population under 15 years of age. The Northeast Ugandan district of Arua experiences multiple social problems caused by alcohol and drug addiction, family breakdown and a high disease burden. Many children are neglected, and many parents and guardians cannot afford to send their children to school. They are often expected to bring in extra pennies.



Cheka Child, set up by Pioneers UKI field members alongside Ugandan nationals, helps facilitate a sponsorship project that grants access to education for poverty-stricken children, selected by local social workers. In 2024, 46 children were supported through school who otherwise wouldn't have been able to attend.

EMPOWERING WOMEN FROM ARAB AND ASIAN COMMUNITIES TO INTEGRATE INTO SOCIETY AND GAIN EMPLOYMENT.

It is recognised that migrants and women in some Arab and Asian communities living in the UK are at risk of experiencing extreme loneliness and isolation. The Beeston and Holbeck areas of Leeds fall into the most deprived 20% of Britain's communities (Indices of Multiple Deprivation 2019) and this combination of poverty and isolation can have an immense effect upon women's mental health.

Our Cardiff-based project supports upwards of 80 migrant beneficiaries by running inclusive, integrative events and classes led by our Pioneers member, who is a qualified Special Needs teacher, herself of Asian origin. Such families see this network as a lifeline and frequently express their gratitude.

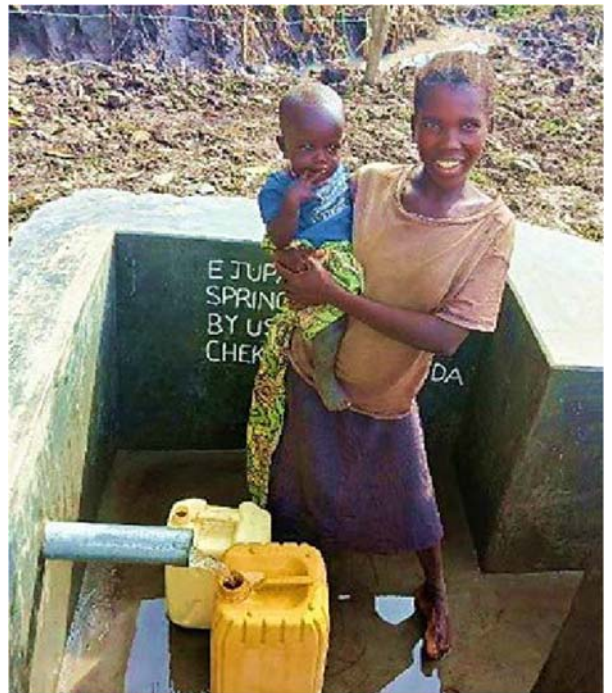
Other Pioneers UKI workers provide friendship and hospitality to those who are most lonely.



VITAL SUPPORT RECEIVED FROM GRANT-MAKING TRUSTS

In addition to our ongoing projects, we are grateful that many grant-making trusts in 2024 have provided funds to allow us to meet a number of one-off community development needs, each overseen by our Pioneers UKI field workers. Our grant income was used, for example, to:

- › Empower Internally Displaced Peoples (IDPs) who have fled their homes in northern Nigeria to grow their own crops by funding fertiliser. This aims to provide such victims of conflict with the means to be economically self-reliant. We hope and pray that in due course they will have surplus to sell and begin to become self-sufficient.
- › Fund essential medical procedures for these displaced people who presently have no surplus funds to cover such emergencies.
- › Fund the protection of natural water springs in Uganda by constructing sanitising structures. Such WASH (Water, Sanitation and Hygiene) provision will reduce infant deaths and loss of essential school days from water-borne diseases. UNICEF states that ‘2.2. billion people still lack access to safe drinking water’ (Water, Sanitation and Hygiene (WASH) | UNICEF). Our local workers



have also built bathing facilities to encourage better sanitation.

We are most grateful to the charitable trusts who have invested in our work this year and we are working hard to develop these relationships into 2025 and beyond so that we may further increase our capacity to nurture positive change in the communities we serve and work towards all our objectives.



We have made a difference through the advancement of the Christian Faith throughout the world, particularly in the Arab and African worlds.

By the end of 2024 we had over 140 active adult field workers in PI UK (excluding short-term workers). This reflects one or two families completing their term of service whilst other families and individuals have been launched on their long-term service, sent from their home churches to be salt and light in a needy world.

To integrate effectively into local communities, our workers are encouraged to undertake intensive language learning and all will have received some cross-cultural training as well as rigorous security training prior to departure. There is a dedicated Member Care team, including specialist volunteers, providing ongoing practical and mental health support.

We also carry out much work in the UK. For example, there are over 58,000 Thai people living in the UK, the vast majority of whom have never heard about Jesus Christ either in their own language or even in English. Numerous Thai women, often married to British men, live in relative isolation with few people to befriend them.



Our Pioneers workers work hard across England to bring together Christian Thai women in fellowship and to reach out to other Thai women and their white British husbands who have never heard the good news of Jesus.

In addition to the projects described above, our workers are engaged in local hospitals; schools (local and International); tertiary education (including theological colleges); youth initiatives; HIV/Aids screening and training; IT administration and teaching; prison outreach; community development; environmental work; authoring books; setting up local business initiatives and encouraging understanding and friendship with other faith groups. In most cases, they are befriending the most vulnerable, often despised, in societies.

It is in these contexts that each worker sought to sensitively share the life, love and hope they have as a Christian in a gracious and loving way, both in actions and words.



We have made a difference in Advancing Christian education and training of peoples throughout the world, particularly amongst peoples of the Arab and African worlds.

The assessment of outcomes of such work is reinforced with field visits by the UKI Director and base staff from time to time, as finances permit, and regular feedback from the Pioneers International network of local and regional leadership.

Medical and allied health students on electives who have been sent and supported through Pioneers UKI in 2024 to work in overseas hospital and field clinics were able to learn from local doctors and nurses within a cross-cultural setting in African and Asian countries. These local medical staff are often Christian and so they too are being trained to express their faith in actions as well as words.

Throughout 2024 we continued to strengthen our long-term working partnerships with sister sending bases in Africa, Asia, Oceania and the Americas, and other agencies through the placement of field staff in numerous countries worldwide and by financial support of projects engaged in the holistic well-being of local communities.



Many of our workers gave many hours of their time sharing their faith to encourage younger or less mature believers. This may be in an informal setting such as youth work, sports coaching, medical and health advisory roles or community development work. Additionally, some of our workers have been involved in more formal settings as teachers or lecturers.

Our vital initiative, 'Love Language', based in central and northern Nigeria, aims to train local Christians to live in peace with their Muslim neighbours despite the

tense climate of conflict that has existed there for many years. By bringing words of peace and love in the face of intimidation or hostility, believers have testified to the effectiveness of this training with stories of reconciliation and bridges are being built within and between neighbourhoods in mixed faith areas.

Our veteran workers at the Theological College of Northern Nigeria continued to prepare church pastors and evangelists for work in the more remote regions of the country while another field worker in South East Asia helped to strengthen the faith of young Christian school teachers being trained and sent out to state schools across the country. Here they will probably be the only Christian in the schools they serve.



During 2024 staff members and volunteers promoted the humanitarian and spiritual needs of people in Africa and the Middle East and around the world at events, Bible colleges and churches across the UK. We were able to make good use of promotional materials, the internet, social media sites and public meetings.



We have made a difference in promoting awareness amongst those who profess to be committed followers of Jesus Christ of the spiritual needs of persons throughout the world especially in the Arab and African worlds.

Our 'Mission:Explored' envisioning weekends have been especially effective in describing the spiritual need across the world and inviting enquirers to consider where they may fit into God's plan for reaching the needy.

Our Horizon 24 conference, held in Shropshire in the summer, gave an opportunity for current staff and volunteers, retired members, many overseas workers as well as friends of both our charities to enjoy a week of fellowship and envisioning as we celebrated our merging with our partner charity, AWM-Pioneers. After many fruitful years of working side by side and within the Pioneers International



family, we can now form a unified team which is more efficient and certainly more effective as we each bring our specialisms in global, African and Arab world ministry.

Financial Review

The financial results for the company for the year ended 31 December 2024 are set out in the Financial Statements.

The Trustees of Pioneers UKI are committed to investing in the future development of the Charity whilst managing the possible, likely or very likely risks facing us, with the reserves target and budget being driven by the balance of both investment and risk.

HOW WE STEWARD OUR FINANCES

Our unrestricted reserves for the year ending 2024 show a balance of £1,915,953 (2023: £1,071,247).

Of which £684,296 is held as an investment with St James's Place portfolio. This can be withdrawn as cash, with seven days' notice if the Charity were to need it. We also hold investments with Lazard of £63,572, M&G Equities £8,569, Janus of £1,233, BlackRock of £61,454 and CCLA of £1,332,119. Therefore, the fixed assets are easily accessible in nature.

Within the unrestricted reserves amount, there is a designated amount of £502,654 (2023: £502,654) which is the direct income from the sale of the previous freehold offices and is currently set aside for the future purchase of new suitable premises. There is also designated funds totalling £203,993 which are amounts set aside from general funds to support specific UK ministry projects, and to fund medical expenses overseas. We have a separate designated fund of £531,246 which relates to our members missions.

The remaining undesignated amount of £678,060 (£1,915,953 - £502,654 reserved for the new building - £203,993 for specific UK ministry projects - £531,246 for member funds) is split into the following areas:

Our policy is to maintain available reserves of over £350,000, which is composed of:

- › Contingency Reserves (£205,000)
- › Financial Management Reserve (£75,000)
- › Strategic Initiatives Fund (£40,000)
- › Pension Fund Reserve (£30,000)

Our reserve policy sets out the target reserves level and key principles by which we manage any excesses or deficits are compared to the budget. Our aim is to maintain our reserves at a sufficient level to ensure our financial resilience and sustainability, including protecting us against risk identified in the risk register/policies. We will endeavour to gain the appropriate balance between ensuring a sustainable financial position and using funds to fulfil our charitable activities and mission.

BUDGET AND COSTS

In recognition of the amount in investment, we operated on a deficit budget basis during 2024, so that all undesignated funds can be fully utilised for the ongoing running and growth of the organisation, with any deficit being covered by ROI.

The underlying position of PIUK on unrestricted funds comprised a surplus before gains on investments of £640,138 (2023: £400,075 deficit) and total surplus before gains on investments on all funds for the year of £1,865,962 (2023: £437,180 deficit). The net surplus after gains on all funds was £1,985,795 (2023: £355,933 deficit). These figures included the exceptional transfer of Arab World Ministries of £2,421,818, of which £1,318,739 was unrestricted.

During 2024 costs continued to be monitored and controlled well by management. In 2024, UK projects and overseas projects saw an increase in grants given out to the work of this ministry. Thank you to all our partners who gave generously towards this great cause.

Following the deficit in 2023 we were cautiously still able to invest in and encourage an increasing number of missionaries during 2024, which, with our financial planning, means we are confident any increase can be supported ongoing. Our policy of a deficit budget will continue into the 2025 financial year.

Most of the funding towards underlying costs comes from voluntary donors, for whom we are most grateful. Their generosity not only provided the bulk of supporting general funds but also made gifts of £185,180 to additional projects supported and championed by PIUKI.

With the considerable help of Global Connections, we have pension arrangements (with Scottish Widows) in place for our UK employees which comply with the UK Government's Auto Enrolment regulations. Our staging date for Auto Enrolment was 1st June 2020. We can confirm that we are fully compliant. Similar arrangements are in place for our overseas missionaries.

At the end of the period covered by this report, Pioneers UKI remains in a sound financial position, benefiting from reserves accumulated over several years and more recently from the sale of Bawtry Hall.

FINANCIAL CONCERNS

In the process of the merger journey, the management and trustees recognised there were some financial control deficiencies which had led to an amount of money being lost by Pioneers UK Ministries. On discovery of this, and with the support of their independent Auditors, the Charity immediately reviewed all the existing controls and put into place additional procedures and safeguards to prevent any such loss in the future. Management and trustees have approved and actioned these additional procedures and are confident there are now very robust financial controls in place.

INVESTMENT POLICY AND OBJECTIVES

During 2014, £1,250,000 was placed in a portfolio of investments designed to produce a prudent 5% return. During 2015, £650,000 was transferred back into cash and reinvested in a longer-term savings account. The trustees are now considering investing a portion of this into residential investment properties and using £500,000 to purchase a new head office for the Charity.

The largest investment held by the charity is the St James's Place portfolio, totalling £684,296 and this can be withdrawn as Cash, with seven days' notice if the charity has need of it. Therefore, this Fixed Asset, is actually very liquid in nature.

The trustees continue to take a lower risk approach with a view to maximise capital growth rather than short-term investment income.

Trustees work alongside financial advisors to ensure funds are invested ethically in line with the Charity Commission guidelines. Investments are reviewed annually to ensure fund managers continue to comply with the investment policy as set by trustees.

RESERVES POLICY

The level of reserves can be seen from a review of the Balance Sheet at 31 December 2024 and stands at £3,272,952 (2023: £1,287,156). Of this, £502,654 has been set to one side in a designated property fund to purchase a new head office for the Charity. The head office will be used for training and supporting the charitable objectives. There is also designated funds totalling £203,993 which are amounts set aside from general funds to support specific UK ministry projects, and to fund medical expenses overseas. We have a separate designated fund of £531,246 which relates to our members missions.

PI UK keeps what it believes is sufficient funds, in deposits with reputable bank accounts and at short notice to meet short- and medium-term losses, financial setbacks, and known projects. Apart from that invested in St James' Place, Lazard Asset Management, M&G Investments, BlackRock, CCLA and Lloyds Banking Group, any remaining reserves are invested in low-risk term deposits, to ensure the maximum rate of interest, whilst, as far as practical, still being covered by the FSCS guarantee.

Reserves have been maintained at this level or more throughout 2024. The Board receives an update on its 3 years' Reserves Projection through the year, as a key aspect of its financial reporting.

The Board, in 2020, decided to significantly streamline our reserves in order to invest funds over the next five years in at least one visionary field project. Therefore, over these years, we will see a planned reduction in our unrestricted funds to reflect our commitment to responsible stewardship of the resources placed into our care.

Alongside this, in 2021, PI UK trustees agreed to start including any legacy giving within their annual budget, with any legacies received helping to offset the deficit. We work on the assumption that legacy giving may begin to decline with an ageing demographic of legacy givers. In addition, income gained from the investment policies also helps to offset the annual deficit. So far, we have managed to reduce the deficit each year based on this strategy.

The trustees believe that this new divestment and continued policy of a deficit budget rightly use the cash resources to move the organisation forward whilst maintaining a healthy reserves balance.

FUNDRAISING POLICY

Pioneers UKI is fully compliant with the Code of Fundraising Practice and we are registered with, and recognised by, the Fundraising Regulator. In addition, our Partnership Development Manager, responsible for fundraising, is registered with the Chartered Institute of Fundraising.



GOING CONCERN

The Trustees have a reasonable expectation that the company (and group) has adequate resources to continue in operational existence for the foreseeable future. Thus, they continue to adopt the going concern basis for accounting in preparing the annual financial statements.

Structure, Governance & Management

Pioneers UKI is a company limited by guarantee to the value of £1 per member and not having a share capital. The governing document is the Memorandum and Articles of Association of the company and members of the Pioneers UKI Board are the Directors of the company.

The Pioneers UKI Board is the governing body of Trustees, to whom CEO, Reverend Stephen Carling, is accountable. New Trustees are proposed and appointed by the existing members, to serve for an initial term of five years. They are orientated to their task by the Board Chair and are given an induction pack with detailed information and the roles and responsibilities of Trustees.

In 2024 the Board met three times, in addition to the AGM. These meetings included time with office staff as a mechanism to improve communication and obtain additional reassurances on efficiency and effectiveness. Ad hoc committees are formed to address specific issues. The Trustees also hold planned Zoom calls in between Board meetings for the purpose of update and brief review. The Board's governance role focuses on compliance and strategic policy development. The Trustees bring a mix of skills and experience to the governing body, many of whom have had a long, and therefore stable, association with the work.

STAFFING AND OFFICE

The UK office staff team are responsible for the implementation and execution of the policies and strategies and for maintaining the operational efficiency of the organisation. Paid employees working in this team spread over the UK equate to 12 FTE. We were very pleased to welcome Mrs Rosie Button, based in Gloucester, onto the team to enhance the Member Care work with her extensive experience in that area. This is in addition to the appointment of Rev Kefas Tang'an, based in west London, as a part-time Mission Mentor and someone who is in a position to strengthen our connections with the African churches throughout Britain. Thus, we are very pleased to continue to be a significantly multi-cultural staff team, with staff from Asia, North America and Africa!

VOLUNTEERS

We are very grateful to our volunteers who help in the office and with activities in different areas of the UK. This includes maintaining and developing a very active cohort of former SUM and Action Partners missionaries, whose prayerful, ongoing support of the present-day work of Pioneers UK Ministries is vital. In 2024 we had help from seven regular volunteers and a few occasional volunteers.

KEY MANAGEMENT REMUNERATION

Total remuneration paid to key management during the year amounted to £139,400 (2023: £225,161).

This is set by the board of Trustees, in consultation with the Director of Pioneers UK. The trustees have reviewed key management personnel and made changes to responsibilities in the year.

RISK MANAGEMENT

The Board of Trustees annually review the assessment of risks to which the Charity may be exposed. A Risk Map (Assessment) has been updated for the year and this is done on an annual basis. The exercise closely examines risk in the following categories: strategic risk, operational risk, personnel risk, financial risk and reputational risk.

A current operational risk concerns the IT systems, data security and backing up of data. To mitigate this risk, we have outsourced this aspect to an IT company (Aspen) who provide appropriate solutions. Additionally, we run our finance systems on two online platforms (Infoodle and Xero) to help lower risk regarding the backing up of financial and CRM-related data.

DATA PROTECTION AND THE UK-GDPR

As an established charity, we are fully aware and compliant with the Data Protection Act 2019 (DPA 2019) and the UK General Data Protection Regulation (UK-GDPR). Dr Katherine McConkey is the Trustee responsible for the oversight of Data Protection and is supported by a staff member responsible as the Data Protection Officer. Pioneers UKI has a clear Data Protection Policy issued to all employees, both within the UK and overseas. In addition, we have a Data Breach Policy. Our digital data is stored entirely online and is managed by a professional IT consultancy. Discussions on current law, security and compliance are regularly held both locally and across various Pioneers International working groups worldwide.

SIGNIFICANT RELATIONSHIPS

We continue as a UK national base for the international Pioneers movement. During 2023 we continued the significant ministry partnership with the Afro Diaspora Mission Network (ADMiN) approved by the Trustees in 2021. This Afro-indigenous initiative, founded in the UK, to mobilise global African diaspora Christians to serve African and other people groups across the world, is in the final stages of applying for UK charitable status itself. A second objective of ADMiN is to support mobilisation movements in the global south and the Trustees of Pioneers UKI began to look at how this can be done practically, with plans to offer consultancy support to other Pioneers bases in 2024.

The Director visited Nigeria and the Church of Christ in Nations (COCIN) in 2024 to pursue the strengthening of our historic partnership with this large African denomination for the sake of relevant mobilisation of Christians within the global south as well as other parts of the world.

The relationship between Pioneers UKI and Action Partners Corporation (APC) continues, though APC is now a dormant charity.

The increasingly close relationship with Arab World Ministries-Pioneers (also a member of the Pioneers International movement), has been strengthened throughout the year via regular meetings between Trustees, the two respective Directors and staff plus engaging in various joint programmes; culminating in the merging together in July.

Pioneers UKI is a member of Global Connections, formerly the Evangelical Missionary Alliance.



In Summary

We are very pleased to say that Pioneers UKI continued to make progress towards its objectives in 2024 as evidenced by the increase of applicants to join as field worker members being sent to their new workplaces, representing a growing capacity.

Across 2024 we have settled on an effective hybrid of virtual and in-person engagement with churches, supporters and enquirers ... as well as strengthening a hybrid approach to staff team gatherings and resourcing. A good proportion of our staff and volunteers work remotely now, reflecting the way that many organisations are operating. This allows us to employ some of the best people in the sector and to have a greater geographic reach than before.

Significant relationships with supporters, like-minded organisations and strategic listening have helped to create further network partnership opportunities for growth in each of our objectives.

We continue to enjoy the benefits of belonging to the wider Pioneers International network which has over 3,000 members, most of whom work on the field in 465 teams, working in 108 countries and 441 distinct people groups. Therefore, we have every reason to look forward to seeing much growth in 2025

FUTURE PLANS

We remain committed to the promotion of Pioneers in the UK and Ireland to increase the number of people being mentored and, in due course, being sent out to where they feel they are called. This includes developing our working relationship with other like-minded agencies. Now we are a merged agency, we can have a presence at addition Christian events and university Christian unions and work together in targeted areas of mobilisation. Diaspora ministry will continue and be strengthened.

We will explore developing mutually supportive relationships with the three African mobilisation offices for Pioneers in Africa.

The Trustees' decision to divest some of its money to put into new mobilising projects – especially where this supports global south initiatives - has the potential to move the organisation forward significantly over the coming years. We hope to strengthen current pathways, alongside new ones, to maximise the impact of the resources we have.

Report of the Trustees
for the Year Ended 31 December 2024

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

02917955 (England and Wales)

Registered Charity number

1037154

Registered office

Bawtry Hall
Bawtry
Doncaster
South Yorkshire
DN10 6JH

Trustees

C J Bignell (resigned 31.1.24)
J R Hickson
S D Jenkins
D R Maddock (resigned 31.1.24)
P J Maddock
K J McConkey
J Barthow (resigned 31.1.24)
E Aryee

Chief Executive Officer

S Carling

Company Secretary

P J Maddock

Auditors

Wright Vigar Limited
Statutory Auditors
Chartered Accountants & Business Advisers
Chancery Court
34 West Street
Retford
Nottinghamshire
DN22 6ES

Solicitors

Anthony Collins LLP
134 Edmund Street
Birmingham
B3 2ES

Bankers

National Westminster Bank plc
12 High Street
Doncaster
DN1 1ED

Key Management Personnel

Chief Executive Officer
Director of Member Care
Director of HR and Mobilisation
Director of Communications and Operations

Report of the Trustees
for the Year Ended 31 December 2024

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Pioneers UK Ministries for the purposes of company law) are responsible for preparing the Report of the Trustees 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. Under that law, the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).

Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those 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 accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Wright Vigar Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 30 January 2026 and signed on the board's behalf by:



J R Hickson - Trustee

**Report of the Independent Auditors to the Members of
Pioneers UK Ministries (Registered number: 02917955)**

Opinion

We have audited the financial statements of Pioneers UK Ministries (the 'charitable company') for the year ended 31 December 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

**Report of the Independent Auditors to the Members of
Pioneers UK Ministries (Registered number: 02917955)**

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

Our work is performed to include an assessment of the susceptibility of the entity's financial statements to material misstatement, including the risk of fraud. Owing to the inherent limitations of an audit, there is an unavoidable risk that material misstatements in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with the ISAs (UK).

In identifying and assessing risk of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We plan our work to gain an understanding of the significant laws and regulations that are of significance to the entity and the sector in which they operate. We perform our work to ensure that the entity is complying with its legal and regulatory framework.
- We obtained an understanding of how the company is complying with those legal and regulatory frameworks by making inquiries to the management and people charged with governance.

We assessed the susceptibility of the Company's financial statements to material misstatement, including how fraud might occur. Audit procedures performed by the engagement team included:

- Substantive procedures performed in accordance with the ISAs (UK).
- Challenging assumptions and judgments made by management in its significant accounting estimates.
- Identifying and testing journal entries, in particular material journal entries and an assessment of year end journals.
- Assessing the extent of compliance with the relevant laws and regulations.

During our initial assessment we noted that there were control deficiencies in the segregation of duties relating to management override making the charity susceptible to material fraud. Our approach was reviewed and additional testing was undertaken on transactions with management to increase the likelihood of detecting material fraud.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

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

Paul Colcomb FCCA (Senior Statutory Auditor)
for and on behalf of Wright Vigar Limited
Statutory Auditors
Chartered Accountants & Business Advisers
Chancery Court
34 West Street
Retford
Nottinghamshire
DN22 6ES
Date: 30 January 2026

Pioneers UK Ministries

**Statement of Financial Activities
for the Year Ended 31 December 2024**

	Notes	Unrestricted funds £	Restricted funds £	Endowment funds £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	3	3,099,095	2,250,135	-	5,349,230	1,546,142
Other trading activities	4	149,749	-	-	149,749	130,995
Investment income	5	41,057	-	-	41,057	8,915
Other income		3,680	-	-	3,680	70
Total		<u>3,293,581</u>	<u>2,250,135</u>	<u>-</u>	<u>5,543,716</u>	<u>1,686,122</u>
EXPENDITURE ON						
Raising funds	6	145,082	-	-	145,082	102,042
Charitable activities	7					
UK Ministries		761,065	-	-	761,065	568,157
Overseas Ministries		482,038	-	-	482,038	694,896
Support of projects		212,876	104,815	-	317,691	146,905
Infrastructure		906,527	-	-	906,527	611,302
AWM Ministry Costs		145,855	919,496	-	1,065,351	-
Total		<u>2,653,443</u>	<u>1,024,311</u>	<u>-</u>	<u>3,677,754</u>	<u>2,123,302</u>
Net gains/(losses) on investments		<u>101,400</u>	<u>3</u>	<u>(569)</u>	<u>100,834</u>	<u>81,247</u>
NET INCOME/(EXPENDITURE)		741,538	1,225,827	(569)	1,966,796	(355,933)
Transfers between funds	21	84,168	(84,168)	-	-	-
Other recognised gains/(losses)						
Gains on revaluation of fixed assets		<u>19,000</u>	<u>-</u>	<u>-</u>	<u>19,000</u>	<u>20,000</u>
Net movement in funds		844,706	1,141,659	(569)	1,985,796	(335,933)
RECONCILIATION OF FUNDS						
Total funds brought forward		<u>1,071,247</u>	<u>148,075</u>	<u>67,834</u>	<u>1,287,156</u>	<u>1,623,089</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>1,915,953</u></u>	<u><u>1,289,734</u></u>	<u><u>67,265</u></u>	<u><u>3,272,952</u></u>	<u><u>1,287,156</u></u>

The notes form part of these financial statements

Balance Sheet
31 December 2024

	Notes	Unrestricted funds £	Restricted funds £	Endowment funds £	2024 Total funds £	2023 Total funds £
FIXED ASSETS						
Tangible assets	15	456,823	-	-	456,823	3,450
Investments						
Investments	16	1,136,943	947,098	67,265	2,151,306	844,079
Investment property	17	<u>220,000</u>	<u>-</u>	<u>-</u>	<u>220,000</u>	<u>201,000</u>
		1,813,766	947,098	67,265	2,828,129	1,048,529
CURRENT ASSETS						
Stocks	18	3,850	-	-	3,850	-
Debtors	19	105,992	13,939	-	119,931	61,351
Cash at bank and in hand		<u>113,708</u>	<u>361,842</u>	<u>-</u>	<u>475,550</u>	<u>201,491</u>
		223,550	375,781	-	599,331	262,842
CREDITORS						
Amounts falling due within one year	20	<u>(121,363)</u>	<u>(33,145)</u>	<u>-</u>	<u>(154,508)</u>	<u>(24,215)</u>
NET CURRENT ASSETS		<u>102,187</u>	<u>342,636</u>	<u>-</u>	<u>444,823</u>	<u>238,627</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>1,915,953</u>	<u>1,289,734</u>	<u>67,265</u>	<u>3,272,952</u>	<u>1,287,156</u>
NET ASSETS		<u><u>1,915,953</u></u>	<u><u>1,289,734</u></u>	<u><u>67,265</u></u>	<u><u>3,272,952</u></u>	<u><u>1,287,156</u></u>
FUNDS	21					
Unrestricted funds					1,915,953	1,071,247
Restricted funds					1,289,734	148,075
Endowment funds					<u>67,265</u>	<u>67,834</u>
TOTAL FUNDS					<u><u>3,272,952</u></u>	<u><u>1,287,156</u></u>

The financial statements were approved by the Board of Trustees and authorised for issue on 30 January 2026 and were signed on its behalf by:



J R Hickson - Trustee

Pioneers UK Ministries

Cash Flow Statement
for the Year Ended 31 December 2024

	Notes	2024 £	2023 £
Cash flows from operating activities			
Cash generated from operations	1	<u>1,936,924</u>	<u>(455,153)</u>
Net cash provided by/(used in) operating activities		<u>1,936,924</u>	<u>(455,153)</u>
 Cash flows from investing activities			
Purchase of tangible fixed assets		(456,472)	(1,046)
Purchase of fixed asset investments		(1,402,693)	-
Sale of fixed asset investments		196,300	165,558
Interest received		<u>-</u>	<u>1,035</u>
Net cash (used in)/provided by investing activities		<u>(1,662,865)</u>	<u>165,547</u>
 Change in cash and cash equivalents in the reporting period		 274,059	 (289,606)
Cash and cash equivalents at the beginning of the reporting period		<u>201,491</u>	<u>491,097</u>
 Cash and cash equivalents at the end of the reporting period		<u><u>475,550</u></u>	<u><u>201,491</u></u>

The notes form part of these financial statements

Pioneers UK Ministries

Notes to the Cash Flow Statement
for the Year Ended 31 December 2024

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024	2023
	£	£
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	1,966,796	(355,933)
Adjustments for:		
Depreciation charges	3,099	2,276
Gain on investments	(100,834)	(81,247)
Interest received	-	(1,035)
Increase in stocks	(3,850)	-
Increase in debtors	(58,580)	(10,178)
Increase/(decrease) in creditors	<u>130,293</u>	<u>(9,036)</u>
Net cash provided by/(used in) operations	<u><u>1,936,924</u></u>	<u><u>(455,153)</u></u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.1.24	Cash flow	At 31.12.24
	£	£	£
Net cash			
Cash at bank and in hand	<u>201,491</u>	<u>274,059</u>	<u>475,550</u>
	<u>201,491</u>	<u>274,059</u>	<u>475,550</u>
Total	<u><u>201,491</u></u>	<u><u>274,059</u></u>	<u><u>475,550</u></u>

Pioneers UK Ministries

Notes to the Financial Statements **for the Year Ended 31 December 2024**

1. LEGAL STATUS OF THE CHARITY

The charity is a company limited by guarantee registered in England and Wales. Details of the company number and registered office can be found in the reference and administration section of the Report of the Trustees.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' 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, as modified by the revaluation of certain assets.

The trustees have taken advantage of Section 405 of the Companies Act 2006 and Section 24 of the Charities SORP (FRS102) to not prepare consolidated financial statements as the subsidiary (Action Partners Corporation) is not material for the purpose of giving a true and fair view.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Allocation and apportionment of costs

Expenditure, which is charged on an accruals basis, is allocated between:

- expenditure incurred directly in relation to the charitable activities and;
- expenditure incurred in the governance of the charity. This expenditure includes audit fees, certain legal and professional fees and a proportion of management costs considered to be related to governance issues.

Expenditure includes attributable VAT which cannot be recovered.

In the year, the Trustees decided to adopt a more specific allocation method to head office costs. It was decided that 90% of costs would be allocated to general support costs with the remaining 10% allocated to the costs associated with raising funds.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold property	- 2% Straight line
Fixtures and fittings	- 25% on cost

Investment property

Investment property is shown at most recent valuation. Any aggregate surplus or deficit arising from changes in fair value is recognised in the Statement of Financial Activities.

Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Pioneers UK Ministries

Notes to the Financial Statements - continued
for the Year Ended 31 December 2024

2. ACCOUNTING POLICIES - continued

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

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 purposes.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Financial instruments

The Company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors and creditors, loans from banks and other third parties, loans to related parties and investments in ordinary shares.

Financial assets that are measured at cost and amortised cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss is recognised in the Statement of Comprehensive Income.

For financial assets measured at cost less impairment, the impairment loss is measured as the difference between an asset's carrying amount and best estimate of the recoverable amount, which is an approximation of the amount that the Company would receive for the asset if it were to be sold at the balance sheet date.

3. DONATIONS AND LEGACIES

	2024	2023
	£	£
Donations	2,806,849	1,456,682
Legacies	120,563	89,460
Assets transferred on merger	<u>2,421,818</u>	<u>-</u>
	<u><u>5,349,230</u></u>	<u><u>1,546,142</u></u>

	2024	2024	2024	2023
	Unrestricted	Restricted funds	Total	Total
	funds		£	£
	£	£		
Donations:				
UK Ministries	482,363	-	482,363	446,680
Overseas Ministries and projects	814,092	-	814,092	673,170
Contribution towards AWM payroll	465,841	-	465,841	-
Support of projects	-	122,537	122,537	55,164
Infrastructure	<u>252,881</u>	<u>-</u>	<u>252,881</u>	<u>281,668</u>
	2,015,177	122,537	2,137,714	1,456,682
Legacies	<u>75,212</u>	<u>-</u>	<u>75,212</u>	<u>89,460</u>
	<u><u>2,090,389</u></u>	<u><u>122,537</u></u>	<u><u>2,212,926</u></u>	<u><u>1,546,142</u></u>

Pioneers UK Ministries

**Notes to the Financial Statements - continued
for the Year Ended 31 December 2024**

4. OTHER TRADING ACTIVITIES

	2024	2023
	£	£
Admin fee income	<u>149,749</u>	<u>130,995</u>

5. INVESTMENT INCOME

	2024	2023
	£	£
Rents received	11,769	5,961
Investment income	29,288	1,919
Deposit account interest	<u>-</u>	<u>1,035</u>
	<u>41,057</u>	<u>8,915</u>

6. RAISING FUNDS

Raising donations and legacies

	2024	2023
	£	£
Staff costs	51,167	30,391
Travel	1,161	301
Rates and water	3,048	2,888
Insurance	119	166
Postage and stationery	2,002	1,307
Sundries	3,686	12,057
Promotions activity	150	534
Travel	7,855	940
Internet/email	523	404
Books / literature	110	66
Computer support	1,434	167
Photocopier	48	52
Staff training	765	194
Staff conference	-	2,005
Office equipment support	4,619	1,962
Bank charges	552	502
HR Support costs	90	-
Fundraising costs	3,027	1,820
Gift boxes	26,966	18,734
Depreciation	<u>310</u>	<u>228</u>
	<u>107,632</u>	<u>74,718</u>

Other trading activities

	2024	2023
	£	£
Staff costs - mobilisation	23,065	11,201
Trustees' expenses	<u>-</u>	<u>565</u>
	<u>23,065</u>	<u>11,766</u>

Pioneers UK Ministries

**Notes to the Financial Statements - continued
for the Year Ended 31 December 2024**

6. RAISING FUNDS - continued

Investment management costs

	2024	2023
	£	£
Portfolio management	14,182	15,558
Property repairs	203	-
	<u>14,385</u>	<u>15,558</u>
 Aggregate amounts	 <u>145,082</u>	 <u>102,042</u>

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Grant funding of activities (see note 8) £	Support costs (see note 9) £	Totals £
UK Ministries	761,065	-	-	761,065
Overseas Ministries	481,976	-	62	482,038
Support of projects	-	317,691	-	317,691
Infrastructure	185,955	-	720,572	906,527
AWM Ministry Costs	943,260	-	122,091	1,065,351
	<u>2,372,256</u>	<u>317,691</u>	<u>842,725</u>	<u>3,532,672</u>

8. GRANTS PAYABLE

	2024	2023
	£	£
Support of projects	<u>317,691</u>	<u>146,905</u>

The total grants paid to institutions during the year was as follows:

	2024	2023
	£	£
2023	-	146,905
2024	<u>317,691</u>	<u>-</u>
	<u>317,691</u>	<u>146,905</u>

The following Institutions were the recipients of the grants made during the year:

	2024	2023
	£	£
Pioneers Europe	1,910	-
Pioneers USA	73,929	-
Pioneers Australia	94,724	-
Pioneers UK	8,643	16,614
Pioneers Nigeria	17,623	5,285
Pioneers South Sudan	27,045	26,169
Pioneers India	7,866	-
Pioneers Kenya	361	-
Pioneers Uganda	14,255	3,635
Pioneers Singapore	9,243	-
Pioneers Nepal	27,403	66,735
Pioneers South Kosovo	1,620	-
Arboleda grant	2,850	-
Pioneers overseas	<u>30,219</u>	<u>28,467</u>
	<u>317,691</u>	<u>146,905</u>

Pioneers UK Ministries

**Notes to the Financial Statements - continued
for the Year Ended 31 December 2024**

9. SUPPORT COSTS

	Finance £	Human resources £	Head office £
Overseas Ministries	19	-	9
Infrastructure	214,721	146,896	80,865
AWM Ministry Costs	-	44,928	70,896
	<u>214,740</u>	<u>191,824</u>	<u>151,770</u>
	Mobilisation £	Governance costs £	Totals £
Overseas Ministries	34	-	62
Infrastructure	222,336	55,754	720,572
AWM Ministry Costs	6,267	-	122,091
	<u>228,637</u>	<u>55,754</u>	<u>842,725</u>

Support costs, included in the above, are as follows:

Finance

	Overseas Ministries £	Infrastructure £	2024 Total activities £	2023 Total activities £
Wages	-	180,098	180,098	134,718
Social security	-	9,348	9,348	8,448
Pensions	19	14,986	15,005	14,271
Sundries	-	5,322	5,322	16,465
Bank charges	-	4,967	4,967	4,515
	<u>19</u>	<u>214,721</u>	<u>214,740</u>	<u>178,417</u>

Human resources

	Infrastructure £	AWM Ministry Costs £	2024 Total activities £	2023 Total activities £
Wages	114,928	-	114,928	71,826
Social security	5,756	-	5,756	4,606
Pensions	9,965	-	9,965	8,550
Sundries	11,332	36,264	47,596	10,729
Travel	4,915	-	4,915	3,369
Medical expenses	-	8,664	8,664	-
	<u>146,896</u>	<u>44,928</u>	<u>191,824</u>	<u>99,080</u>

Head office

	Overseas Ministries £	Ministry Infrastructure £	AWM Total Costs £	2024 Total activities £	2023 activities £
Rates and water	-	27,431	-	27,431	25,995
Insurance	9	1,468	-	1,477	1,586
Postage and stationery	-	7,631	-	7,631	6,009
IT expenses	-	17,615	33,882	51,497	5,134
Staff training	-	2,263	37,014	39,277	1,750
Staff conferences	-	16,841	-	16,841	21,072
	<u>-</u>	<u>16,841</u>	<u>-</u>	<u>16,841</u>	<u>21,072</u>
Carried forward	9	73,249	70,896	144,154	61,546

Pioneers UK Ministries

**Notes to the Financial Statements - continued
for the Year Ended 31 December 2024**

9. SUPPORT COSTS - continued

Head office - continued

				2024	2023
	Overseas	Ministry	AWM	Total	activities
	Ministries	Infrastructure	Total	activities	activities
	£	£	Costs	£	£
Brought forward	9	73,249	70,896	144,154	61,546
Repairs and renewals	-	7,616	-	7,616	17,657
	<u>9</u>	<u>80,865</u>	<u>70,896</u>	<u>151,770</u>	<u>79,203</u>

Mobilisation

				2024	2023
	Overseas	Ministry	AWM	Total	activities
	Ministries	Infrastructure	Total	activities	activities
	£	£	Costs	£	£
Wages	34	187,497	-	187,531	89,161
Social security	-	7,639	-	7,639	4,708
Pensions	-	12,443	-	12,443	6,938
Travel	-	13,795	1,987	15,782	4,266
Promotions activity	-	962	4,280	5,242	4,024
	<u>34</u>	<u>222,336</u>	<u>6,267</u>	<u>228,637</u>	<u>109,097</u>

Governance costs

	2024	2023
	Infrastructure	Total
	£	activities
	£	£
Trustees' expenses	3,059	6,894
Auditors' remuneration	30,429	15,144
Auditors' remuneration for non audit work	2,650	2,400
Legal and professional fees	3,668	12,364
Conference	5,444	11,496
Membership/subscriptions	10,504	10,221
	<u>55,754</u>	<u>58,519</u>

10. NET INCOME/(EXPENDITURE)

	2024	2023
	£	£
Depreciation	3,126	2,276
Travel	32,234	10,169

11. AUDITORS' REMUNERATION

	2024	2023
	£	£
Fees payable to the charity's auditors and their associates for the audit of the charity's financial statements	30,429	15,144
Auditors' remuneration for non audit work	<u>2,650</u>	<u>2,400</u>

Pioneers UK Ministries

**Notes to the Financial Statements - continued
for the Year Ended 31 December 2024**

12. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2024 nor for the year ended 31 December 2023.

Trustees' expenses

During the year 4 trustees were reimbursed a total £3,059 (2023: £2,713) for expenses.

13. STAFF COSTS

	2024	2023
	£	£
Wages and salaries	1,349,417	1,036,131
Social security costs	63,999	48,426
Other pension costs	96,136	92,421
	<u>1,509,552</u>	<u>1,176,978</u>

The average monthly number of employees during the year was as follows:

	2024	2023
Overseas and city ministries staff	56	40
UK office	<u>18</u>	<u>14</u>
	<u>74</u>	<u>54</u>

No employees received emoluments in excess of £60,000.

The staff costs include all head office employees and members in the United Kingdom and overseas.

14. EXCEPTIONAL ITEMS

Included within exceptional items includes a donation of assets of £2,421,818 from Arab World Ministries, a charity that merged with Pioneers Uk Ministries on 01 July 2024. The value of assets were agreed within the signed deed of transfer signed on 16 July 2024.

Arab World Ministries is a registered charitable company whose objective's are the advancement of the Christian Faith amongst Muslim peoples of the Arab World.

Charity number - 1059106

Company number - 03275009

15. TANGIBLE FIXED ASSETS

	Freehold property £	Fixtures and fittings £	Totals £
COST			
At 1 January 2024	-	10,045	10,045
Additions	<u>438,968</u>	<u>17,504</u>	<u>456,472</u>
At 31 December 2024	<u>438,968</u>	<u>27,549</u>	<u>466,517</u>
DEPRECIATION			
At 1 January 2024	-	6,595	6,595
Charge for year	<u>-</u>	<u>3,099</u>	<u>3,099</u>
At 31 December 2024	<u>-</u>	<u>9,694</u>	<u>9,694</u>
NET BOOK VALUE			
At 31 December 2024	<u>438,968</u>	<u>17,855</u>	<u>456,823</u>
At 31 December 2023	<u>-</u>	<u>3,450</u>	<u>3,450</u>

Pioneers UK Ministries

Notes to the Financial Statements - continued
for the Year Ended 31 December 2024

16. FIXED ASSET INVESTMENTS

	Listed investments £
MARKET VALUE	
At 1 January 2024	844,079
Additions	1,417,833
Disposals	(198,398)
Revaluations	<u>87,792</u>
At 31 December 2024	<u>2,151,306</u>
NET BOOK VALUE	
At 31 December 2024	<u>2,151,306</u>
At 31 December 2023	<u>844,079</u>

At 31 December 2024 there were £531,619 (2023: £427,387) of assets invested outside the UK.

Cost or valuation at 31 December 2024 is represented by:

	Listed investments £
Valuation in 2022	(69,050)
Valuation in 2023	81,246
Valuation in 2024	87,792
Cost	<u>2,051,318</u>
	<u>2,151,306</u>

The company's investments at the balance sheet date in the share capital of companies include the following:

Action Partners Corporation

Registered office: Bawtry Hall, South Parade, Bawtry, Doncaster, South Yorkshire, DN10 6JH

Nature of business: Dormant Charitable Company

	% holding	31.12.24 £	31.12.23 £
Class of share:			
Ordinary	100		
Aggregate capital and reserves		1	1

17. INVESTMENT PROPERTY

	£
FAIR VALUE	
At 1 January 2024	201,000
Revaluation	<u>19,000</u>
At 31 December 2024	<u>220,000</u>
NET BOOK VALUE	
At 31 December 2024	<u>220,000</u>
At 31 December 2023	<u>201,000</u>

In December 2024, the investment properties were valued at £220,000 by the trustees following consultations with their letting agent.

Pioneers UK Ministries

Notes to the Financial Statements - continued
for the Year Ended 31 December 2024

17. INVESTMENT PROPERTY - continued

Fair value at 31 December 2024 is represented by:

	£
Valuation in 2022	1,900
Valuation in 2023	20,000
Valuation in 2024	19,000
Cost	<u>179,100</u>
	<u><u>220,000</u></u>

The directors have reviewed the properties as at 31 December 2024 and believe that the valuation reflects the current fair value. Their valuation was derived from using recent valuation estimates if they were to sell the properties.

18. STOCKS

	2024	2023
	£	£
Stocks	<u>3,850</u>	<u>-</u>

19. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade debtors	10,819	-
Other debtors	80,195	48,902
Prepayments and accrued income	<u>28,917</u>	<u>12,449</u>
	<u>119,931</u>	<u>61,351</u>

20. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade creditors	16,627	152
Social security and other taxes	28,004	13,093
Other creditors	80,376	5,069
Accrued expenses	<u>29,501</u>	<u>5,901</u>
	<u>154,508</u>	<u>24,215</u>

Pioneers UK Ministries

Notes to the Financial Statements - continued
for the Year Ended 31 December 2024

21. MOVEMENT IN FUNDS

	At 1.1.24	Net	Transfers	At
	£	movement	between	31.12.24
		in funds	funds	£
		£	£	
Unrestricted funds				
General fund	568,593	624,188	(514,721)	678,060
Property fund	502,654	-	-	502,654
Medical Fund (Designated)	-	1,563	23,347	24,910
UK Ministries (Designated)	-	(55,595)	55,595	-
Arab Workers (Designated)	-	76,525	(11,299)	65,226
Regional Expansion Fund (Designated)	-	113,857	-	113,857
Members Funds (Designated)	-	-	531,246	531,246
	1,071,247	760,538	84,168	1,915,953
Restricted funds				
UK	18,432	5,725	-	24,157
Burkina Faso	4,299	-	-	4,299
Cameroon	2,954	-	-	2,954
Chad	51	-	-	51
Ethiopia	56	-	-	56
India	-	12,404	-	12,404
Nigeria	51,901	10,281	-	62,182
Kenya	-	108	-	108
Sudan	-	(697)	697	-
Pioneers Europe	30,709	-	-	30,709
Sundry	10,197	-	-	10,197
Uganda	3,941	3,617	-	7,558
USA	723	-	-	723
Nepal	22,976	(14,850)	-	8,126
Egypt	880	-	-	880
Kosovo	794	133	-	927
Bosnia	162	-	-	162
Tanzania	-	1,000	-	1,000
Education / Humanitarian	-	122,691	(1,427)	121,264
Media	-	6,781	(4,072)	2,709
National Workers	-	57,049	1,323	58,372
Other / Relief	-	27,406	(34)	27,372
UK Projects	-	9,488	(96)	9,392
Non UK Support	-	39,341	(1,171)	38,170
UK Support	-	945,350	(79,388)	865,962
	148,075	1,225,827	(84,168)	1,289,734
Endowment funds				
The Simmonds bequest	2,712	65	-	2,777
The Sidmouth bequest	65,122	(634)	-	64,488
	67,834	(569)	-	67,265
TOTAL FUNDS	1,287,156	1,985,796	-	3,272,952

Pioneers UK Ministries

**Notes to the Financial Statements - continued
for the Year Ended 31 December 2024**

21. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	3,144,905	(2,641,117)	120,400	624,188
Medical Fund (Designated)	10,227	(8,664)	-	1,563
UK Ministries (Designated)	(51,933)	(3,662)	-	(55,595)
Arab Workers (Designated)	76,525	-	-	76,525
Regional Expansion Fund (Designated)	113,857	-	-	113,857
	3,293,581	(2,653,443)	120,400	760,538
Restricted funds				
UK	14,367	(8,643)	1	5,725
India	20,271	(7,866)	(1)	12,404
Nigeria	27,904	(17,623)	-	10,281
Kenya	468	(361)	1	108
Sudan	26,348	(27,045)	-	(697)
Uganda	17,872	(14,255)	-	3,617
Nepal	12,552	(27,403)	1	(14,850)
Kosovo	1,752	(1,620)	1	133
Tanzania	1,000	-	-	1,000
Education / Humanitarian	136,400	(13,709)	-	122,691
Media	44,586	(37,804)	(1)	6,781
National Workers	223,881	(166,832)	-	57,049
Other / Relief	30,292	(2,887)	1	27,406
UK Projects	10,948	(1,460)	-	9,488
Non UK Support	67,698	(28,357)	-	39,341
UK Support	1,613,796	(668,446)	-	945,350
	2,250,135	(1,024,311)	3	1,225,827
Endowment funds				
The Simmonds bequest	-	-	65	65
The Sidmouth bequest	-	-	(634)	(634)
	-	-	(569)	(569)
TOTAL FUNDS	5,543,716	(3,677,754)	119,834	1,985,796

Pioneers UK Ministries

**Notes to the Financial Statements - continued
for the Year Ended 31 December 2024**

21. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.1.23 £	Net movement in funds £	At 31.12.23 £
Unrestricted funds			
General fund	867,838	(299,245)	568,593
Property fund	<u>502,654</u>	<u>-</u>	<u>502,654</u>
	1,370,492	(299,245)	1,071,247
Restricted funds			
UK	15,298	3,134	18,432
Burkina Faso	4,299	-	4,299
Cameroon	2,954	-	2,954
Chad	51	-	51
Ethopia	56	-	56
Nigeria	40,295	11,606	51,901
Pioneers Europe	30,709	-	30,709
Sundry	10,197	-	10,197
Uganda	2,321	1,620	3,941
USA	723	-	723
Nepal	76,441	(53,465)	22,976
Egypt	880	-	880
Kosovo	794	-	794
Bosnia	<u>162</u>	<u>-</u>	<u>162</u>
	185,180	(37,105)	148,075
Endowment funds			
The Simmonds bequest	2,777	(65)	2,712
The Sidmouth bequest	<u>64,640</u>	<u>482</u>	<u>65,122</u>
	<u>67,417</u>	<u>417</u>	<u>67,834</u>
TOTAL FUNDS	<u><u>1,623,089</u></u>	<u><u>(335,933)</u></u>	<u><u>1,287,156</u></u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	1,630,958	(2,031,033)	100,830	(299,245)
Restricted funds				
UK	19,748	(16,614)	-	3,134
Nigeria	16,891	(5,285)	-	11,606
Uganda	5,255	(3,635)	-	1,620
Nepal	<u>13,270</u>	<u>(66,735)</u>	<u>-</u>	<u>(53,465)</u>
	55,164	(92,269)	-	(37,105)
Endowment funds				
The Simmonds bequest	-	-	(65)	(65)
The Sidmouth bequest	<u>-</u>	<u>-</u>	<u>482</u>	<u>482</u>
	<u>-</u>	<u>-</u>	<u>417</u>	<u>417</u>
TOTAL FUNDS	<u><u>1,686,122</u></u>	<u><u>(2,123,302)</u></u>	<u><u>101,247</u></u>	<u><u>(335,933)</u></u>

Notes to the Financial Statements - continued
for the Year Ended 31 December 2024

21. MOVEMENT IN FUNDS - continued
DETAILS OF FUNDS HELD BY THE CHARITY

Property Fund

The property fund is a designated fund created for the future purchase of offices for the charity.

Designated Funds

The Designated funds are amounts set aside from general funds to support specific UK ministry projects, and to fund medical expenses overseas. Unspent reserves from funds designated in 2021 to assist with the recruitment and training of workers in or for the Arab world remain designated for future training purposes.

Members Funds

These are specific designated funds which are for members to enable them to complete their missions.

Restricted Funds:

These are funds that can only be used for a specific purpose as determined by the donor. By recording them as such the donor can be assured that their use will only be for the purpose specified by them.

Country Specific Funds

Restricted funds for specific countries have arisen following missionaries fundraising for their trips or from donors who have given monies for use in certain countries or on certain projects.

Pioneers Europe

This restricted fund has arisen from funds generated by Pioneers Europe for use in Europe but is held by the charity.

Restricted Projects

These are charitable activities of the mission over and above the responsibilities of individual workers. Donations are received for these purposes and held in these funds. Most of the funds (including all the larger funds) are paid out in full each month to the managers of those funds and accounted for elsewhere.

Restricted Support Funds

These funds are used for the accommodation and general living expenses of workers both in the UK and abroad. Included within these funds are amounts to enable the workers to establish themselves in their place of ministry and to cover the costs of performing their ministry.

Endowment funds:

Endowment funds are funds held from the Simmonds and Sidmouth bequest, which under a Charity Commission ruling, cannot be sold unless they agree to the sale. Dividends come into general funds.

Transfers between funds

All transfers between funds relate to the support from general funds of the overspend on restricted funds. It also relates to administration charges relating to the management of restricted incoming resources.

A transfer was made between general fund and member funds (designated) in the year, this was to allocate any funds relating to supporting members on their missions against the correct designated fund.

22. RELATED PARTY DISCLOSURES

During the year 2 members of key management personnel were reimbursed a total £2,771 (2023: £843) for expenses.

Details of key management remuneration is shown in the trustee report on Page 21.