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WORLD YOUTH SERVICE AND ENTERPRISE – COMPANY NUMBER: 03165762



**WYSE International**

Supporting emerging leaders for global change

**WYSE ANNUAL REPORT 2023.24**

**Year Ended: 29<sup>th</sup> February 2024**

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## **Annual Report 2023.24**

### **Year ended 29<sup>th</sup> February 2024**

**Companies Name:** World Youth Service & Enterprise

**Registered Company No:** 03165762

**Registered Charity No:** 1053940

**Registered Office:** Marcham Priory, 34 Packhorse Lane, Marcham, Abingdon, Oxfordshire, OX13 6NT

**Bankers:** NatWest Bank, 2a Charing Cross Road, London, WC2H 0PD

**Independent Examiners:** Goodman Jones LLP 29/30 Fitzroy Square, London, W1T 6LQ

**Trustees:** Charles Brook (Chairperson)

Alan Tattersall

John Frost

Samanda Adcock

Richard McGonigle

**CEO:** Andrew McDowell

**Part Time Administrator:** Pia Brennan

**“The way we educate the youth and leaders of tomorrow must also change, we must seize the moment to liberate and mobilize minds to face these challenges with strength and purpose.”**

**Kofi Annan, Former UN Secretary-General**

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## A Note from the Chair of Trustees

We are pleased to share this report about the work of WYSE International in the year ended February 2024.

Firstly, we are pleased that WYSE operations have got back to normal post the pandemic, with in-person International Leadership Programmes running in Italy and Brazil. During the 12-month period a total of 54 participants attended an in-person Programme from over 30 different countries. Both staff and trainers are happy and grateful to be making a difference.

Some of the initiatives that were started during lockdown are starting to come to fruition. For example, the WYSE Global Change Makers Programme has had some high-level impact across the globe. We have been fortunate to engage a high number of volunteer coaches to support the Programme. We are still looking to build on the success of this Programme and have a target of 100 participants for 2025 and 500 participants for 2026.

We have done a 'test in principle' with the Better Global Future Online Programme, which is a free to end user leadership Programme, hosted by You Tube. We have a little bit more refining to do about the content, but it is 90% there and the initial test has come back very well and so we are committing a number of our resources over the next 18 months so that it becomes a free leadership and point of access for anybody around the world - initially in English.

Overall, our revenue and savings remain stable and are in a healthy position but we are still struggling to find an effective way to gain corporate or institutional sponsorship for WYSE, although this is an area we are continuing to explore.

The Trustees join me in thanking Andrew McDowell and Sam Adcock for their dedication and tireless volunteer work for the organization. Our thanks also go to our many volunteer trainers and helpers, without whom such an important work for young people would not be possible.

**Charles Brook**

Chairman

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## Charity Aims and Objectives

WYSE International (WYSE) is an international charity that has a specific focus and commitment to developing the skills of emerging leaders with a true and authentic aspiration to make an impact in their communities.



**'Making Memories' - ILP Brazil 2024**

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"Before attending WYSE, I envisaged leadership as an external quest, an extremely exhausting adventure. However, the Programme's engaging and interactive content structure, plus its well-informed deliverance helped me discover that the concept of leadership and becoming an effective and sustainable leader is nurtured from within"

**Participant from UK**

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By recognising and developing true social entrepreneurship talent at an early stage and providing support to individuals to develop their own community initiatives, we make a substantial difference to thousands of individuals at a grassroots level.

## Leadership Development for Emerging Global Leaders

WYSE has come a long way since its first programme in 1989, reaching out to thousands of young people, from all over the World. Since that first Programme, WYSE has worked with thousands of young people from over 115 countries. WYSE began as an organisation founded to inspire young people to follow their vision for a better tomorrow and it remains true to that principle today more than 30 years later. Through our International Leadership Programme (ILP), Emerging Leaders Coaching Programme, Advanced Leadership Programme (ALP) and Wyse Conversations, we bring together committed individuals who are most likely to make a leadership contribution in their communities. Aged 18-35, they come from a diverse mix of national cultures, religions and socio-economic backgrounds, and the WYSE Programmes enable them to build their capacity to enable change at a local and global level.

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## WYSE and the United Nations

WYSE is a non-governmental organisation (NGO) officially associated with the Department of Public Information of the United Nations and participates in the NGO activities of the United Nations. As one of 1,300 recognised NGOs, WYSE participates in the conferences and NGO activities of the UN, in exchange for fulfilling certain duties concerning promotion of the UN and maintaining a certain standard of conduct. The charity also embeds the Sustainable Development Goals within all our courses to inspire emerging leaders to work towards these through their own community initiatives.

## Leadership for the Sustainable Development Goals

The WYSE approach is to invest in individuals who make a contribution to the world through their leadership and their capacity to create transformational and sustainable change in their communities. We focus on supporting young people who are committed to lead progress towards the UN's Sustainable Development Goals (SDG's) The leaders we have worked with come from more than 115 countries and their work has gone on to create change at a local, national and international level. It has impacted directly or indirectly millions of people.



## Our Vision and Mission – Why we do it?

We believe a different kind of leadership is needed in the world, one that begins with leaders who take responsibility for leading themselves first, who recognise their unique strengths and who take action that is inspired by their values and sense of purpose.

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Imagine a world where billions of global citizens recognise their own leadership potential and work together to find creative and inclusive solutions to local and global problems.

### **Our Values – How we do it:**

**Vision to action:** We promote visionary leadership and courageous action that inspires positive and lasting change.

**Learning from diversity:** We respect the diversity of political, religious and social world views and value the opportunities that engaging with difference creates for innovation.

**Worldwide cooperation:** We encourage emerging leaders to think globally and create an international network of talented and motivated individuals.

**A positive future:** We challenge young leaders to engage with global issues, activating a sense of hope, purpose, responsibility and vision.

**Social responsibility:** We believe that everyone has the potential for leadership and can take responsibility for making a difference in the world.



‘WYSE Coaches’ - ILP Italy 2023

## **Our Programmes – What we do:**

### **International Leadership Programme (ILP)**

Our flagship 12-day intensive residential leadership programme for emerging leaders aged 18-35yrs old. Typically, each ILP has representatives from 15-20 nationalities and represents an opportunity for participants to form a highly diverse learning community focused on increasing the capacity for leading social impact.

### **Emerging Leaders Coaching Programme**

All alumni of the International Leadership Programme are able to access a professional coaching service from our internationally based faculty of coaches. The coaching takes place once a month for six months, helps participants to integrate their insights about leadership into actions that will deliver projects that support social change to their local or global community.





### Advanced Leadership Programme (ALP)

Our Advanced Leadership Programmes are open to graduates of our International Leadership Programmes. The ALP focuses on how emerging leaders can be more effective in how they use their will to put their vision for the world into action.



**‘Time to Listen’ - ILP Brazil 2024**

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“This Programme was the best thing that could have happened to me at this time of my life. After working in journalism for 5 years, it was a much-needed time of reflection. It gave me a boost of confidence, motivation, inspiration and courage. It allowed me to once again, perceive the future as full of possibilities”

**Participant from Germany**

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### WYSE Conversations

WYSE Leadership Conversations are a series of discussion guides designed to enable groups to explore the concept of leadership within the context of global and local challenges. They provide a forum where participants can share their personal understanding and wisdom through discussion. The conversations are led and facilitated by WYSE alumni, and are aimed at supporting anyone with an interest in actively working with the challenge of leadership in modern society. These conversations have been designed in collaboration with graduates of the WYSE International Leadership Programme as a way of widening the impact of their participation in the Programme through continuing to explore leadership with their local community. They can be adapted to suit all age groups and have been delivered in schools, youth groups, and workplaces.

### WYSE Global Change Makers

WYSE Global Change Makers is an exciting and unique opportunity to enhance successful applicant’s leadership skills in service of their community. Successful applicants will participate in a free, bespoke, year-long coaching programme, with a world-class leadership professional. Their leadership coach

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will support them as they lead a project which positively benefits your community. Through monthly coaching sessions, they will be supported to set goals, identify, and work through challenges, manage their time and increase their overall effectiveness, influence and impact. The programme will help them to stay connected to their sense of purpose and motivation, as they navigate the real-world challenges necessary to turn their vision into reality.

### **Our Volunteers**

One of the unique features of WYSE Programmes is that they are run by highly skilled leadership development trainers and coaches who have years of experience of working with senior leaders across the World. The Programmes are also staffed by other skilled volunteers, many of whom are alumni of the International Leadership Programme. All give their time and energy on a pro bono basis.

### **Coaching Programme**

The Alumni Coaching Programme is led by Micaela-Leocadia Hartescu who is a member of the International Leadership Programme faculty. Michaela is a psychologist-psychotherapist and an ICF PCC leadership coach and mentor. Mihaela is a WYSE alumni, attending her first WYSE programme in 2008, and since 2010 has been involved also as a volunteer. She offers her time on a pro-bono basis to oversee the ILP Alumni Coaching Programme, co-ordinating an international team of pro-bono coaches to support the emerging leaders who have taken part in the ILP.

The coaching faculty is made up of staff from the ILP and external professional accredited coaches from many countries around the world. Micaela hosts multiple check-in calls for the coaches to strengthen and support the coaching community.



**‘An Adventure’ – ILP Italy 2023**



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## Governance and Operations

WYSE is run primarily on a pro-bono basis, with the support of one part time Development Manager and a part-time administrator. All other work is undertaken by a committed team of volunteers based in the UK and in various locations around the World.

## The Board of Trustees

The WYSE Board of Trustees provides strategic direction and governance to the organisation. They work closely with the Directors and Development Manager to identify and support the implementation of the growth strategy.

## Trustees



### [Charles Brook \(Chair\)](#)

Charles is the founder and Senior Partner of TPC Leadership and is one of Europe's leading executive coaches. Charles has a passion for enabling leaders to develop their unique and most impactful leadership style; for helping people be more creative with their thinking; and to deliver on tough business issues that create breakthroughs in performance. Charles has been a trustee since 2009 and is also a member of the faculty team. Charles has taken on the role of Chair of the Trustees in October 2017.



### [Sam Adcock](#)

Sam is trained in education and management. In addition to her work with WYSE, she is currently the Head Teacher of an inner London school where over 30 languages are spoken. Her interests in education incorporate diversity and transcultural education and she also undertakes leadership consultancies with other educational organisations. Sam was also previously a Director of WYSE in Australia and has been a trainer for WYSE since 1994. Sam's responsibilities for WYSE involve the overseeing of administration and finances; curriculum development and organisational development.



### [Alan Tattersall](#)

Alan brings a wealth of business experience to the WYSE gained in a progressive career in Financial Services, Utilities and the Internet. He has held a number of senior positions and was CEO of uSwitch.com until its sale in 2009. He currently runs his own business advisory company helping SMEs and new start-ups grow and realise their full potential. Alan joined WYSE because he believes that helping young people develop strong leadership skills and wider business skills is the key to future success.



#### [John Frost](#)

John is Managing Director of Values Based Leadership and works with clients to design and deliver tailor made leadership development solutions that support their organisational strategic intent. John has worked with Senior Executives in global organisations since 1994 to enable them to develop their leadership style and impact and lead significant cultural change in their organisations. He is an experienced coach and mentor to Senior Executives and has worked across numerous business sectors, currently delivering leadership development programmes for Global clients in Europe, North America and Asia and has extensive knowledge of working with cross-cultural leadership groups.



#### [Richard McGonigle](#)

Richard has a background in law and has spent the last 25 years working with large companies on an international stage, more recently helping to support in-house legal teams and transform ways of working. Richard loves working with people, helping them to see their potential and to understand their place in the wider world.

### **Directors and Council**

The Directors supported by the WYSE Council ensure the operational success of WYSE:

- Staffing and curriculum
- Finance
- Information technology
- Alumni and network support
- The WYSE Ambassadors
- Coaching Programmes



#### [CEO - Dr Andrew McDowell](#)

Andrew is a Psychologist, Coach and Leadership professional with more than 30 years' experience working in the private, public and humanitarian sectors. Andrew's original training was in psychology; and along with extensive clinical experience, he has held senior academic posts in health psychology and medical education. Andrew has been working with WYSE International as a principal trainer since 1992. He directs the overall functioning and strategic development of the international organisation, with responsibility for programme development; international programmes; trainer and staff development; and United Nations related activities.

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## Administrator

The Administrator has key roles in terms of:

- Organisational administrative support
- Programme administration
- Social media support

### Administrator - Pia Brennen



Pia is a Qualified Personal Assistant with vast experience in the sports industry where she was an Executive Assistant and responsible for logistics and hospitality at many major sporting events. In January 2018, Pia became the Virtual Administrator at WYSE. She is responsible for the WYSE administration and looks forward to receiving applications and guiding participants through the process when applying for one of the WYSE Programmes.

## Programme Faculty and Coaches

This consists of a large pool of volunteers who are skilled training professionals, coaches and Programme alumni. They make up the:

- Leadership Training Faculty
- Alumni leadership faculty
- Programme faculty
- Coaching Support Team

## The Wider WYSE Family

A large pool of volunteers based across the World undertake different roles for WYSE including:

### WYSE Regional Ambassadors

A global pool of WYSE Ambassadors who volunteer their time to share their experiences and learning from the ILP and the impact that it has had on their lives with other young people, with the aim of supporting and encouraging other emerging leaders to attend WYSE Programmes. WYSE Ambassadors are expected to demonstrate their commitment to creating social impact and to act as role models in their communities.

### Alumni Network Support

Support to the Alumni community is offered by e-learning shots, face to face meetings and social media communities to provide support.

### Volunteer Management & Training

Annual planning meeting, WYSE Council, Staff development and training at ILPs, Applications and Bursary Panel.

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# Summary of our key 2023/24 Programmes & Events

## 1. International Leadership Programme

### ILP Italy - 12 day In-person Programme – 23<sup>rd</sup> July – 3<sup>rd</sup> August 2023

#### Villa Boccella, Lucca, Italy

This was the first in person Programme since the end of the Covid Pandemic. With the 3 missed years demand for places was high. The Programme was at full capacity for the venue with 30 participants attending from 22 different countries, including Belgium, Brazil, Egypt, Germany, Ghana, Guyana, Finland, India, Ireland, Israel, Jamaica, Kenya, Kuwait, Jordan, Lebanon, Palestine, Russia, Sierra Leone, Turkey, UK, Ukraine and USA. Bursaries were distributed between 14 of the 30 participants and these ranged from £200 - £700.

Following a shift change of people's attitudes since covid, there were adaptations in the Programme format with more work on wellbeing and how people use their power to make changes in the world.



**'The Participants & Staff' - ILP Italy 2024**



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## ILP Brazil – 12 day In-person Programme 3<sup>rd</sup> – 14<sup>th</sup> January 2024

### Santo Antônio do Pinhal, São Paulo, Brazil

The Programme was at full capacity for the venue and there were 24 participants attending from 9 different countries, including Brazil, Ethiopia, Germany, Hungary, Israel, Kenya, Nicaragua, South Korea & USA. Bursaries were distributed between 17 of the 24 participants and these ranged from £90 - £900.



**'The Participants & Staff' - ILP Brazil 2024**

This was an excellent new venue for WYSE and a Programme highlight from Brazil was to have the first WYSE GCM graduate in attendance.

The Feedback from the Participants was outstanding and here are a few of their words of appreciation:

*"They say that creating opportunities for others is the biggest gift you can give to them, and this is exactly what I have received from you. An opportunity to grow, improve, develop and mature. Also, an opportunity to create greater meanings, see the bigger picture and have hope in humanity. You are creating a better world, not through words but through your actions"* - Participant from Ukraine now living in Cyprus

*"I am immensely grateful for every single moment spent at this Programme, every activity, every connection. I won't be the same. Thank you for reminding me that I have to be the change I want to see in the world"* - Participant from Brazil

*"This Programme has given me the space, time, supportive community and thoughtful structure to explore how I can lead myself and others in an authentic, caring and powerful way that can lead to positive change for all. It has enabled me to better shift from a fear to a values-driven perspective in life – a gift for which I am eternally grateful"* - Participant from Germany

*"I want to say thank you WYSE for giving me this chance, you have given me more than I ever thought was possible. Now I feel I have a new kind of knowledge. Its different than any other kind of knowledge and experience I have ever known in my life. Now I feel a new person, this Programme has given me the answer to many questions inside and has shown me how I can walk in my road to get my purpose, and at the same time, it has made me feel free"* - Participant from Palestine



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**MEET:** Shaye-Ann Hopkins who joined us for the WYSE GCM Programme Cohort 1 in 2021/2022 and then attended the in person ILP 2024 in Brazil

**FROM:** USA



**PROJECT:** Working for the Center for Advanced Hindsight at Duke University as a Behavioural Researcher. As a part of the Government team, Shaye develops, tests and implements meaningful alternatives that push people towards more sustainable and effective communities through behavioral economics concepts.

**SDG: 11 Sustainable Cities & Communities**

**WORDS FROM WYSE INTERNATIONAL:**

Shaye applied to join the WYSE GCM Programme Cohort 1 in 2021/22. From her application it was clear she already had a sophisticated evaluation strategy with clear measurable outcomes and showed all the signs of having great 'coachability' Shaye was paired with our wonderful coach Mirna Castro Folco from Brazil. We are especially proud that Shaye has become our first WYSE Global Change Maker to graduate and subsequently attend the ILP in Brazil in January 2024.

**WORDS FROM SHAYE-ANN HOPKINS:**

The Programmes were Life-Changing, Reflective and Centering.

**WORDS FROM WYSE GCM COACH, MIRNA FOLCO:**

Shaye is an inspiring young woman. She owns a clear purpose and willpower. It was an honour for me to accompany her in this process. It was a rich exchange, and I was able to develop myself from our interaction. I wish her to continue following her intuition and strengthening her Will. She will certainly be able to make social transformations and inspire people around her to engage with planetary evolution.

ILP Brazil 2024  
'WYSE New Venue'  
**Santo Antônio do Pinhal**



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## 2. WYSE Global Change Makers Programme Cohort 2 - Online Programme

**WYSE Global Change Makers: Leadership Coaching for the Sustainable Development Goals** is a unique opportunity to enhance successful applicant's leadership skills in service of their community. Successful applicants participate in a free, bespoke, year-long coaching programme with a world-class leadership professional. Their leadership coach supports them as they lead a project which positively benefits their community. **The programme is free of charge to participants and all our coaches give their time voluntarily to support this programme.**

Through monthly coaching sessions, the 18-35 year olds are supported to set goals, identify, and work through challenges, manage their time and increase their overall effectiveness, influence and impact. The programme helps them to stay connected to their sense of purpose and motivation, as they navigate the real-world challenges necessary to turn their vision into reality.

**Applicants can participate at whatever stage they are at with their project (Seed, Growth, Expansion) within the following SDGs:**

- Quality Education
- Gender Equality
- Clean Water & Sanitation
- Affordable & Clean Energy
- Reduced Inequalities
- Sustainable Cities & Communities
- Climate Action

The 2<sup>nd</sup> WYSE GCM Programme 2022/3 (Cohort 2) commenced in October 2022. There was an incredible participant response to this Programme with 243 applications received. There was also an incredible coaching response and we had 70 coaches available to coach. This meant we could start the Programme with 70 coachees from 38 different countries.

<b>Working towards SDGs:</b>	<b>No of participants:</b>
Affordable Energy	5
Climate	9
Education	20
Gender Equality	8
Reduced Inequalities	9
Sustainable Cities	10
Clean Water & Sanitation	9

The Programme consisted of:

- A welcome video explaining what coaching is on the application form.
- Online Onboarding meeting for coaches and participants
- 12 x monthly coaching sessions for all participants with their own coach
- 10 x Bespoke Global Change Makers Workshops lead by Professional Leadership Coaches (recordings sent to coaches)

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- 3 x Coaching Supervision sessions for coaches
  - Online Celebration for coaches and participants

This Programme concluded in October 2023.

Here are 2 profiles from participants who attended WYSE GCM Cohort 2:

**MEET: Mohamed A Kamara** who joined us for the WYSE GCM Programme Cohort 2 in 2022/2023

**FROM:** Sierra Leone



**PROJECT:** Freetown Innovation Lab

Freetown Innovation Lab is using scrap yard materials to develop a hybrid system of windmill & Solar system that supply electricity to rural communities and water through the irrigation system that solve electricity and poor water access in farms to enhance continual production and increase food production in the communities.

**SDG: 7 Affordable and Clean Energy**

**WORDS FROM WYSE INTERNATIONAL:**

Mohamed applied to join the WYSE GCM Programme Cohort 2 in 2022/23. From his application form we immediately identified Mohamed as having an amazing proven project to get electricity into rural communities and accepted him to the Programme without hesitation! Mohamed was paired with our wonderful coach Lorenzo Savioli from Italy and we could not be more proud of the results they achieved working together during the Programme.

**WORDS FROM MOHAMED A KAMARA:**

My Coach supported me to raise \$50,000 which has helped me grow my business! My Coaching sessions changed the face of my business! This is the best online coaching session I have ever attended!

**WORDS FROM COACH, LORENZO SAVIOLI:**

To an inspired Leader. To a visionary Entrepreneur. To a great Friend!

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**MEET:** Pius Seda who joined us for the WYSE GCM Programme Cohort 2

**FROM:** Malawi



**PROJECT: PERMACULTURE IN SCHOOLS**

Permaculture in Schools is a project that aims to build agricultural ecosystems that are self-sufficient and sustainable. The project addresses environmental and nutritional issues.

**SDG: 10 Reduced Inequalities**

**WORDS FROM WYSE INTERNATIONAL:**

Pius applied to join the WYSE GCM Programme Cohort 2 in 2022/23. We were most impressed with his interest and understanding in leadership, solving real world problems, writing and environmental conservation issues. Pius was paired with our wonderful coach Rekha Radhakrishnan from India and they developed some great ways of working together to produce effective results. We are delighted that Pius will also be joining us in Italy this Summer for the in person Programme.

**WORDS FROM Pius Seda:**

The program was well done and flexible. We learned a lot from the speakers. We were provided with resources and recordings from Pia. My coach, Rekha is so dedicated and has helped me discover myself. I have been shaped as a leader, and this has helped my strategies well for our youth movement, Greenify Global. The program was relevant with important discussions and topics that met my expectations. I got insights on many things like project management, financial management, resource mobilization etc. My coach did a remarkable job, and she gave me invaluable support. I was able to establish a sustainable social enterprise, MlimiLink. I am in the right track of serving my community better.

**WORDS FROM COACH Rekha Radhakrishnan:**

Pius was very committed and highly engaged in this journey. The way he has grown as a leader with a resilient and growth mindset is commendable.

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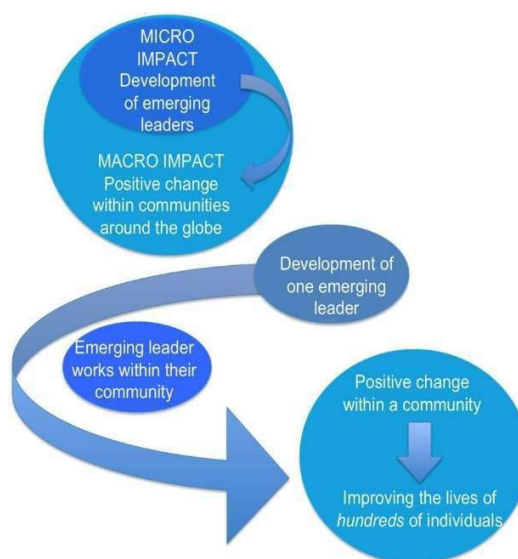
### 3. WYSE Annual Meeting 2024

In January 2024 WYSE hosted a successful Annual Meeting which was an opportunity for the WYSE Global Community to connect and to also hear about the latest WYSE activities.

## Social Impact and Public Benefit

WYSE focuses on developing the skills of emerging leaders who aspire to make a substantial change in their own communities. The impact of our work therefore takes place at both a micro (individual) and macro (community) level.

Through a small amount of investment in individuals to maximize their leadership potential, we aim to deliver a substantial global impact where each emerging leader goes onto support projects that support hundreds, if not thousands of people in their own community.



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***“Full of inspiration, full of knowledge, full of passion for others and for changing the world starting with small actions to make big changes”.***

ILP Participant from Nigeria

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## Accessible Leadership Training

The charity provides the teaching and support staff for programmes at no charge to participants, increasing access to emerging leaders who face financial barriers to entry. This is particularly important for our target audience as we recognise that the majority of the global population in this demographic (18-35yrs) live in developing countries.



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We are able to offer this thanks to our dedicated faculty which is entirely volunteer-based. The team is made up of psychologists, coaches, trainers, teachers, facilitators, HR experts and leadership development professionals. All participants to the ILP automatically receive up to £6,500 of tuition bursary support and are eligible to apply for a further £990 to meet costs.

## Bursaries

Bursaries are awarded by a panel against the following criteria:

- Individuals can demonstrate how they will benefit from the leadership programme and show that the programme meets their learning objectives
- Individuals can enrich and contribute to the programme through sharing their experiences and expertise
- Individuals can demonstrate a level of self-awareness and commitment to our methodology
- Individuals are passionate in their desire to have a positive impact in their community or system and recognise that attending a leadership programme may build their capacity to do this
- Individuals have the full support and backing of their organisation or community, including a named sponsor
- Individuals are fully committed to the programme and will participate in all ILP and embedding & coaching activities
- Individuals have exhausted all other avenues of funding and their organisation or community is unable to fund the full cost
- We actively encourage applicants from minority groups who are unable to secure full funding for a leadership programme.

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***“Those 12 days gave me the energy, refuelled my thoughts and determination to maintain my spirit for changes around me. Meeting with so much positive energy in one place, with one goal of “making the world a humane place” gave me an opportunity to have a wider world view.”.***

ILP Participant from Germany

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Our vision is to be able to fully fund all participants in order to remove all financial barriers to access.

There are 3 levels of bursary support available and, if funds are available, our ambition is for participants receive the full Level 3 bursary:

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### **Level 1: Course fees**

Awarded to all participants on acceptance to the ILP. Includes all costs associated with the preparation and delivery of the Programme, provided through voluntary contributions of staff members. Valued at £5,000 per participant.

### **Level 2: Course Fees and Embedding and Coaching support**

Awarded to all participants on acceptance to the ILP. Includes all costs associated with the matching, coordination and delivery of the coaching support programme, provided through voluntary contributions of pro-bono coaches. Valued at £6,500 per participant.

### **Level 3: Course Fees, Embedding and Coaching Support and subsidized Food and Accommodation costs**

Awarded based on need through an additional food and accommodation costs bursary application. Valued at up to £7,800 per participant.

### **Key outcomes from our Programme for participants include:**

- Developing vital leadership skills including self-reflection, community awareness and a multidisciplinary and multi-cultural understanding.
- Obtaining a greater understanding of effective leadership.
- Having a greater aspiration and be better supported to ensure transformational change in the communities where they live and work.
- Launching new and innovative solutions to tackle key issues within their communities.
- Being inspired to support others to create positive change in their own individual communities that support the UN's 2030 Agenda for Sustainable Development.
- The creation of a global community of connected young people inspired and skilled to make real, innovative and transformational change in their own communities through launching their own initiatives.
- Demonstrating and promoting the importance of effective leadership in creating transformational change at a societal level.

## **Funding**

WYSE is primarily funded by donations that we have received since our inception, and we are grateful to have received these donations from private individuals and organisations who feel inspired to support emerging leaders.

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We do not receive any statutory funding and are now seeking financial support from funding bodies and through corporate partnerships in order to fund the strategic growth of WYSE and the expansion of our work with emerging leaders.

In addition, through our superb volunteer support we generate significant contributions in kind from the pro bono work they undertake on behalf of WYSE.

Our funding came from the following sources:

- Individual Donations and philanthropic gifts
- Gifts in kind through the pro bono work of volunteers
- Corporate donations
- Programme fees



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***“No words are able to express the experience I had with WYSE . I found this place as a unique representation that the word is, yet, a wonderful place and where we all belong to, and we are the change, that couldn’t happen without WYSE”***

ILP Participant from Brazil

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## Reserves Policy and Risk Management

### Reserves

WYSE holds general reserves to provide for any unforeseen fluctuations in both income and expenditure. Reserves allow the charity to address sudden losses that might arise from charitable activities. They are there to protect against a temporary or permanent loss of income; allowing the charity to adjust the cost base and business model. A level of reserves also permits the charity to develop its work.

Most of WYSE's activities are undertaken on a voluntary basis. Leadership education and coaching support on WYSE courses is provided by skilled professionals who give their time on a pro bono basis. (Ongoing costs are insurance, air flights, venue hire and some bursaries to assist with course costs).

The Board of Trustees have determined that two months running costs should be retained as general reserves.

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## **Risk**

The Board of Trustees has responsibility for ensuring that there are effective risk management and internal control systems in place, to manage WYSE's major risks. The responsibility is undertaken by a nominated trustee, who reviews internal policies, ensures compliance with financial and Charity Commission regulations and reports back to the Board.

## **Supporting Our Work**

We have an ambitious programme of growth and development planned so that we can support more emerging leaders to follow their vision and inspiration to create a better world. And this requires additional funding.

WYSE has partnered with the Charities Aid Foundation (CAF) to provide a number of flexible ways to give.

If you feel inspired to make a regular donation that would really help us with our planning. UK bank account holders can set up direct debits via regular giving, and also claim Gift Aid for their donations. Donations can be cancelled at any time, so if your situation changes you can change your direct debit. People from outside the UK can make a credit or debit card donations cost effectively.

### **Regular giving**

You can make a regular monthly, per quarter or per annum donation. How much you donate is entirely up to you. Regular monthly donations will help us to plan ahead with confidence.

### **One off donation**

You can make a one-off donation either online or by cheque (payable to 'WYSE International, contact us for details)

### **Payroll giving**

If you know your employer has a payroll giving scheme, you can ask for WYSE international to be added to the list of charities that your employer supports. For more information, please get in touch with [info@wyse-ngo.org](mailto:info@wyse-ngo.org).

### **Gift-aid it!**

If you are a UK Tax payer, please make your donation worth more at no extra cost to you. For every pound you give, we receive an extra 25 pence from HMRC. Thank you for your support. Every donation makes a difference! If you would like to find out more about how you can be part of our work, please contact [info@wyse-ngo.org](mailto:info@wyse-ngo.org) or visit our website to make a donation on [www.wyse-ngo.org/support-us](http://www.wyse-ngo.org/support-us) and click on Donate to support WYSE International.

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## Statement of Trustees' responsibility

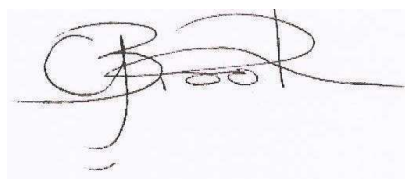
The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming and outgoing resources and application of resources, including income and expenditure of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgments and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- 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 that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees confirm they have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to the Charity Commission general guidance on public benefit.

This report was approved by the Trustees, on 21 June 2024 and signed on their behalf by:

A handwritten signature in black ink, appearing to read 'C Brook', written over a light blue horizontal line.

**Charles Brook, Chairman**



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**WORLD YOUTH SERVICE AND ENTERPRISE**

**(A company limited by guarantee)**

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**Registered number: 03165762**

**Charity number: 1053940**

**WORLD YOUTH SERVICE AND ENTERPRISE**

**(A company limited by guarantee)**

**UNAUDITED**

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**

**For the Year Ended 29 February 2024**

The Charity is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association on 28/02/1996.

The Charity is constituted under a Memorandum of Association dated 28/02/1996 and is a registered charity number 1053940.

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## **WORLD YOUTH SERVICE AND ENTERPRISE**

**(A company limited by guarantee)**

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### **INDEPENDENT EXAMINER'S REPORT**

**For the Year Ended 29 February 2024**

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#### **Independent examiner's report to the Trustees of World Youth Service and Enterprise ('the Charity')**

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 29 February 2024.

#### **Responsibilities and basis of report**

As the Trustees of the Charity, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the 2011 Act").

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

#### **Independent examiner's statement**

Your attention is drawn to the fact that the Charity has prepared the accounts in accordance with 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 (FRS102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act: or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of the 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.

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent Examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

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**WORLD YOUTH SERVICE AND ENTERPRISE**

**(A company limited by guarantee)**

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Signed:

Dated: 29-11-24



Julian Flitter FCA  
**Goodman Jones LLP**  
Chartered Accountants  
1<sup>st</sup> Floor, Arthur Stanley House  
40-50 Tottenham Street  
London W1T 4RN

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## WORLD YOUTH SERVICE AND ENTERPRISE

(A company limited by guarantee)

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### STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING INCOME AND EXPENDITURE ACCOUNT For the Year Ended 29 February 2024

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	Note	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
<b>Income from:</b>				
Donations and legacies	2	6,475	6,475	44,271
Charitable activities	4	31,176	31,176	-
Investment income	3	<u>540</u>	<u>540</u>	<u>145</u>
<b>Total income</b>		<b>38,191</b>	<b>38,191</b>	<b>44,416</b>
<b>Expenditure on:</b>				
Charitable activities		<u>49,678</u>	<u>49,678</u>	<u>23,541</u>
<b>Total expenditure</b>		<u><b>49,678</b></u>	<u><b>49,678</b></u>	<u><b>23,541</b></u>
<b>Net income / (expenditure) before other recognised gains and losses</b>		<b>(11,487)</b>	<b>(11,487)</b>	<b>20,875</b>
<b>Net movement in funds</b>		<b>(11,487)</b>	<b>(11,487)</b>	<b>20,875</b>
<b>Reconciliation of funds:</b>				
Total funds brought forward		<u>73,319</u>	<u>73,319</u>	<u>52,444</u>
<b>Total funds carried forward</b>		<u><b>61,829</b></u>	<u><b>61,829</b></u>	<u><b>73,319</b></u>

The notes on pages 29 to 33 form part of these financial statements.

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## WORLD YOUTH SERVICE AND ENTERPRISE

(A company limited by guarantee)

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### BALANCE SHEET As at 29 February 2024

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	Note	£	2024 £	£	2023 £
<b>Current assets</b>					
Cash at bank and in hand			64,229	75,719	
<b>Creditors:</b> amounts falling due within one year	9		<u>(2,400)</u>	<u>(2,400)</u>	
<b>Net current assets</b>			<u>61,829</u>		<u>73,319</u>
<b>Net assets</b>			<u>61,829</u>		<u>73,319</u>
<b>Charity Funds</b>					
Unrestricted funds	10		<u>61,829</u>		<u>73,319</u>
<b>Total funds</b>			<u>61,829</u>		<u>73,319</u>

The Company was entitled to exemption from audit under section 477 of the Companies Act 2006.

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

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

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

The financial statements were approved and authorised for issue by the Trustees on<sup>28-11-24</sup> and signed on their behalf, by:

*Samanda Adcock*

**Samanda Adcock**

The notes on pages 29 to 33 form part of these financial statements.

Registered number: 03165762



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## WORLD YOUTH SERVICE AND ENTERPRISE

(A company limited by guarantee)

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### NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 29 February 2024

#### 1. Accounting policies

##### 1.1 Basis of preparation of financial statements

World Youth Service and Enterprise is a Charitable Company Registered in England and Wales.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

World Youth Service and Enterprise meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy. Accounts are prepared in Sterling, the functional currency of the Charity, and rounded to the nearest £.

##### 1.2 Company status

The Charity is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity.

##### 1.3 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

##### 1.4 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received, and the amount of income receivable can be measured reliably.

Donations are recognised when receivable and subject to any performance conditions attached to them being met.

Programme fees are recognised in the period in which the related event takes place. Fees received for events occurring in future accounting periods are deferred until the period in which the event takes place.

##### 1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Support costs are those costs incurred directly in support of expenditure on the objects of the Charity.

Charitable activities and Governance costs are costs incurred on the Charity's operations, including support costs and costs relating to the governance of the Charity apportioned to charitable activities.

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## WORLD YOUTH SERVICE AND ENTERPRISE

(A company limited by guarantee)

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All expenditure is inclusive of irrecoverable VAT.

### 1.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the Bank.

### 1.7 Foreign currencies

Monetary assets and liabilities denominated in foreign currencies are translated into sterling at rates of exchange ruling at the balance sheet date.

Transactions in foreign currencies are translated into sterling at the rate ruling on the date of the transaction.

Exchange gains and losses are recognised in the Statement of Financial Activities.

### 1.8 Cash at Bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

## 2. Income from donations and legacies

	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>	<i>Total funds 2023 £</i>
Donations	<u><b>6,475</b></u>	<u><b>6,475</b></u>	<u><i>44,271</i></u>
<i>Total 2023</i>	<u><b>44,271</b></u>	<u><b>44,271</b></u>	

### 1.9 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

### 1.10 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

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## WORLD YOUTH SERVICE AND ENTERPRISE

(A company limited by guarantee)

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### 3.

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Bank interest	<u>540</u>	<u>540</u>	<u>145</u>
<i>Total 2023</i>	<u>145</u>	<u>145</u>	

### 4. Income from charitable activities

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Programmes	<u>31,176</u>	<u>31,176</u>	<u>-</u>
<i>Total 2023</i>	<u>-</u>	<u>-</u>	

### 5. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	Support costs 2024 £	Total 2024 £	Total 2023 £
Programmes	<u>46,328</u>	<u>3,350</u>	<u>49,678</u>	<u>23,541</u>
<i>Total 2023</i>	<u>19,059</u>	<u>4,482</u>	<u>23,541</u>	

In 2024 and 2023, all expenditure related to unrestricted funds.

### 6. Direct costs

	Programmes 2024 £	Total 2024 £	Total 2023 £
Programme costs	26,374	26,374	2,099
Kitchen costs	-	-	-
Wages and salaries	19,954	19,954	16,960
	<u>46,328</u>	<u>46,328</u>	<u>19,059</u>
<i>Total 2023</i>	<u>19,059</u>	<u>19,059</u>	

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## WORLD YOUTH SERVICE AND ENTERPRISE

(A company limited by guarantee)

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### 7. Support costs

	Programmes 2024 £	Total 2024 £	Total 2023 £
Office costs and consumables	823	823	1,130
Bank charges	70	70	70
Travel expenses	-	-	-
Trustees' meeting expenses	13	13	13
Meetings and conferences	-	-	826
Other costs	44	44	43
Accountancy/independent Examination	2,400	2,400	2,400
Consultancy costs	-	-	-
Fundraising costs	-	-	-
	<u>3,350</u>	<u>3,350</u>	<u>4,482</u>
<i>Total 2023</i>	<u>4,482</u>	<u>4,482</u>	

### 8. Net income/(expenditure)

During the year, no Trustees received any remuneration (2023 - £NIL).

During the year, no Trustees received any benefits in kind (2023 - £NIL).

During the year, no Trustee received any reimbursement of expenses (2023 – £NIL).

### 9. Staff costs

Staff costs were as follows:

	2024 £	2023 £
Wages and salaries	<u>19,954</u>	<u>16,960</u>

The average number of persons employed by the Charity during the year was as follows:

	2024 No.	2023 No.
Administration - part-time	1	1

No employee received remuneration amounting to more than £60,000 in either year.

Included within wages and salary costs above is an amount of £19,954 (2023: £16,960) in respect of costs paid to a third party administrator.

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## WORLD YOUTH SERVICE AND ENTERPRISE

(A company limited by guarantee)

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### 10. Creditors: Amounts falling due within one year

	2024 £	2023 £
Other creditors	-	-
Accruals and deferred income	2,400	2,400
	<u>2,400</u>	<u>2,400</u>

### 11. Summary of funds

#### Summary of funds - current year

	Balance at 1 March 2023 £	Income £	Expenditure £	Balance at 28 February 2024 £
General funds	<u>73,319</u>	<u>38,191</u>	<u>(49,678)</u>	<u>61,829</u>

#### Summary of funds - prior year

	Balance at 1 March 2022 £	Income £	Expenditure £	Balance at 28 February 2023 £
General funds	<u>52,444</u>	<u>44,416</u>	<u>(23,541)</u>	<u>73,319</u>

### 12. Related party transactions

Other than elsewhere noted in the accounts, there are no related party transactions to disclose for this period.