

Annual Report
& Financial
Statements

For the year ended 31 March 2025

CARE (CHRISTIAN ACTION RESEARCH AND EDUCATION)

CARE (CHRISTIAN ACTION RESEARCH & EDUCATION)

Contents

1	Charity Information	2
2	Trustees' Report for the year ended 31 March 2025	3
	2.1 Chair's Introduction	3
	2.2 Our year in numbers	4
	2.3 Governance	4-5
	2.4 Organisation and structure	5
	2.5 Risk management	5
	2.6 Summary of activity	5-11
	2.7 Priorities for 2025-26	12
	2.8 Financial practices	12-13
3	Statement of Trustees' responsibilities	14
4	Statement as to disclosure of information to auditors	14
5	Auditors	14
6	Independent auditors report	15-18
7	Statement of financial activities	19
8	Balance sheet	20
9	Statement of cash flows	21
10	Notes to the financial statements	22-34

CARE (CHRISTIAN ACTION RESEARCH & EDUCATION)

1. Charity information

Charity registration number: 1066963

Scottish charity registration number: SC038911

Company registration number: 3481417

Registered office: 53 Romney Street
Westminster
London
SW1P 3RF

Bankers: Lloyds TSB plc
Westminster House
4 Dean Stanley Street
London
SW1P 3HU

Co-operative Bank Plc
62-64 Southampton Row
Holborn
London
WC1B 4ND

Auditors: UHY Hacker Young Fitch Limited
Suite 2.06 Custom House
Custom House Square
Belfast
BT1 3ET

Solicitors: Moore Barlow LLP
The Oriel
Sydenham Road
Guildford
GU1 3SR

2. Trustees' report for the year ended 31 March 2025

The Trustees present their report and the audited financial statements of the charity for the year ended 31 March 2025, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities".

2.1 Chair's Introduction

It has been my privilege to take over as Chair of Trustees at CARE this year and I would like pay tribute to my predecessor John O'Brien, who served the Board for over 30 years. He oversaw many developments and initiatives and helped CARE to steward our resources well. One of his last actions was to lead CARE through our recent governance review and leaves the charity in a strong position for the future. You leave the Board with the grateful thanks of all of us. I would also like to thank Gareth Russell who has also stepped down from the Board. I would like to thank you for 12 years of dedicated service and for bringing your expertise, judgement and characteristic good humour to our Board meetings.

It has been a very busy year for CARE. The 2024 General Election and subsequent Assisted Dying Bill have meant that Ross and the team have had to work incredibly hard to educate, prepare and equip Christians to engage in our political process. CARE launched Engage 24, a suite of General Election resources and website that got record numbers engaging with our resources.

Post Election, we saw a new House of Commons with many new members. This has posed a real challenge for CARE with some good friends not returning after the election. It's a generational change not just a governing party change, but Ross and the team are now busy forging lots of good new relationships.

The Bill to legalise Assisted suicide remains a key challenge, but legislatively the implementation of age verification on harmful websites is a major victory on the back of a 15+ year campaign.

Our Leadership Programme continues to go from strength to strength and we visited and spoke at more churches and events last year than at any other time in the last 7 years.

We're also modernising the charity, through the implementation of the governance review, a new HR system and measures to support our people and care for them well.

We have been greatly blessed with strong income growth, based on thousands of individuals giving faithfully. We do not rely on a small number of major donors or grants - but on thousands of supporters giving regularly. A heartfelt thank you to each and every supporter for their continuing generosity.

Finally, a big thank you on behalf of the board to Ross and the team at CARE for a year of very hard work, late nights and significant achievements.

Mark Parsons, Chair of Trustees

CARE (CHRISTIAN ACTION RESEARCH & EDUCATION)

2.2 Our year in Numbers

Over the twelve months to 31 March 2025 CARE has delivered:

205 Church speaking engagements
10,000 people wrote to their MP or MSP via our online tool
31% growth in Instagram followers
1,251 people attended CARE events
577,081 website views
235 Parliamentary meetings attended in-person
24 cross-party coalitions we are a part of in the UK Parliaments
20 speeches that were directly influenced by our policy resources
81 different Parliamentarians we have personally met with
18 amendments drafted for the House of Commons
13 graduated the Leadership Programme in 2024
15 former graduates of the Leadership Programme currently work in the UK Parliaments
165,000 views of our dedicated 2024 General Election website
35,000 responses to our election quiz
25,000 election prayer diaries distributed

This has all been delivered by a team of 27 full and part-time employees (as of March 2025) and 7 long-term consultant associates.

We spent £2,412,282 to deliver these numbers and our charitable objects against income of £2,305,849.

Through close stewardship of our resources, the generosity of our supporters, and God's provision, our deficit was significantly less than we forecast at the beginning of the financial year, and we end the year in good financial and operational health.

2.3 Governance

CARE (Christian Action Research & Education) is a registered charity both in England & Wales and Scotland and a company limited by guarantee.

The organisation's governing documents are its Memorandum and Articles of Association dated 8 December 1997, which were last amended on 28 March 2007.

Council of Management (Trustees)

The members of the Board of Trustees (known as the Council of Management in our Articles of Association) are its directors for the purpose of company law and Trustees for the purpose of charity law and throughout this report are collectively referred to as 'the Trustees'.

The Trustees serving during the year are:

Mr John O' Brien	(Retired 13 th March 2025)
Mr Mark Parsons	(Appointed 26 September 2024 and elected Chair March 2025)
Mr Michael Green	
Sir Charles Hoare Bt.	
Mrs Lucy Rochelle	
Mr Gareth Russell	(Resigned 12 th June 2025)
The Revd Charles Trefusis	
Mr Jason Mackenzie	(Appointed 26 September 2024)

In the event of a winding up of the charity, each member is liable to contribute an amount not exceeding £10.

The members are also its Trustees and therefore at the year end the number of members was seven.

CARE (CHRISTIAN ACTION RESEARCH & EDUCATION)

The following non-members attend the Board of Trustees meeting by invitation:

Rev Lyndon Bowring (Co-founder of CARE)

Mr Ross Hendry (in his capacity as Chief Executive Officer)

Mr Tom Kendall (in his capacity as Company Secretary)

Appointment of Trustees

The Chair of Trustees is nominated by the Board of Trustees. One third (currently two) of the Trustees are elected or re-elected annually by members attending the Annual General Meeting and serve for a period of three years. All members are circulated with invitations to nominate Trustees, prior to the AGM. Sir Charles Hoare and Mr Gareth Russell were reappointed as Trustees at the AGM in November 2024.

Trustees' responsibilities

CARE is a registered Christian charity providing resources and helping to bring Christian insight and experience to matters of public policy to complement practical caring initiatives, particularly on behalf of those most in need.

Each year the Trustees review job descriptions for Trustees, the Chair of Trustees, CEO, and Company Secretary. In addition, the Board define their reserved responsibilities in a schedule reviewed annually. All matters not specifically stated as reserved are delegated to the Chief Executive Officer.

The charity's Trustees have complied with their duty in Section 4 of the Charities Act 2006 to have due regard to public benefit guidance issued by the Charity Commission and have taken account of it in planning future activities. The Trustees do not receive any private benefit from the charity, other than set out in note 21 and the section on Related Parties.

Related parties

Sir Charles Hoare, Trustee, received remuneration from CARE as a consultant for advice and support relating to CARE's participation at the European Leadership Forum and in relation to selection and placement advice for the Leadership Programme. These transactions are disclosed in note 21 of these accounts.

Trustee induction and training

New Trustees will undergo an induction programme led by the Chair of Trustees supported by the Company Secretary. This includes an introduction to CARE, its work and history, as well as the legal, fiduciary, leadership, and strategic responsibilities and duties as a Trustee. Every Trustee must demonstrate their commitment to CARE's statement of faith that is consistent with evangelical biblical belief and its application to the leadership of the charity.

2.4 Organisation and structure

The Board meets quarterly in order to ensure the charity is meeting its charitable objects and legal obligations. They receive regular reports from the Chief Executive Officer regarding the general operation of the charity as well as updates on major projects. Trustees are responsible for the financial sustainability of the charity as well as compliance with charity and employment law.

The Chief Executive Officer is appointed by the Trustees to implement the charity's strategic vision and manage the day-to-day operations of the charity and reports to the Chair of Trustees. The Chief Executive Officer manages a team of four Directors responsible for Policy and Advocacy, Communications and Engagement, Development, and the Institute for Faith and Culture. This group constitutes the Senior Leadership Team who meet on a monthly basis.

Remuneration of the Chief Executive and his team is approved by the Board of Trustees as part of the Annual Business Plan and Budget approval process. It seeks to reflect the cost of living and wider market rates.

2.5 Risk management

Corporate risk is reviewed at each Board of Trustee meeting, where a strategic risk register is considered and maintained. In March 2025 the top scored risks for CARE, pre-mitigations, were considered to be:

1. A significant drop in voluntary income and regular giving.
2. Attacks on the charity's reputation due to maintaining a biblical position on key social issues.
3. Challenges recruiting top talent to fill key staffing gaps.
4. Ensuring capacity within a small charity to comply with charity law and other legal requirements and guidance at all times.

These risks were consistent with those identified in the last Annual Report and Accounts, although their scoring may have changed because of the ongoing cost of living crisis and the election of a new UK Government in July 2024. Trustees continue to review and update mitigations and actions that reduce these risks at each meeting.

2.6 Summary of activity

How we seek to meet our charitable objects.

CARE's charitable object is set out in our governing documents. It is **"the advancement and propagation of the Christian Gospel and in particular Christian teaching as it bears on or affects national and individual morality and ethics."**

Our Vision Statement is: *Politics renewed; lives transformed* and our mission is to speak God's better story into public life. We do this by:

- i. *Engaging the church*, because we believe the Church is God's action-plan for changing the world;
- ii. *Equipping politicians* and those who influence public policy because our leaders need to be presented with wisdom from God's Word and rigorous research; and
- iii. *Empowering future leaders* so that our society and communities are led well by people who seek to maintain the highest standards in public life.

We also continue to support the delivery of social action services both through direct delivery and indirectly through grants.

CARE has an Annual Charity Plan that sets out the work and key projects that it intends to carry out to meet its longer-term strategic goals. These strategic goals and the charity wide objectives for 2024-25 are set out in Table 1 below. Each member of staff's objectives are set against these strategic goals and annual objectives. The overall work is monitored and reviewed by the Chief Executive Officer who is accountable to the Board.

To realise the six charity objectives, 24 major projects were identified. 18 of the projects we set out in the Charity Plan were delivered in full or almost entirely. Three projects were started and partially delivered, while three were either cancelled or we were not able to meet. The projects not met were in the most part the result of external developments and timing issues. For example, the General Election had a major impact on our capacity to undertake other activity mid-year, as did the publication late in 2024 of Kim Leadbeater MP's Terminally Ill Adults (End of Life) Bill. Partially or fully achieving 88% (21 of 24) of our projects is a very good accomplishment given the challenges of doing so alongside our business as usual.

Table 1. CARE's 2024-25 Charity Objectives aligned to its long-term Strategic Goals	
Our long-term strategic goals	2024/25 Annual Objectives
We want to see public policy informed and influenced by the Christian gospel and the Bible's teaching, in ways that affirm the good and positively impact the vulnerable, disadvantaged and exploited in our society for the common good.	1. To equip Christians and churches across the UK to have informed engagement with their local Parliamentary candidates and national debates during the UK General Election.
	2. We will realise at least one legislative change or Government commitment to action that we have called for.
We seek to grow the number and strength of relationships with partners and cobelligerents with whom we work, never compromising our commitment to the truth and goodness of God's word and to act with civility and grace.	3. To increase the number of supporters and donors we have, deepen our engagement with existing partners, and raise more income.
	4. New partnerships and networks of public square leaders will be established to promote, deliver, and realise our mission and increase the effectiveness of our work across our three areas of work (politics, church, future leaders).
CARE strives to be excellent stewards of the resources we are gifted, through good governance and leadership, sustainable fundraising, and efficient, effective, and caring ways of working.	5. We will invest in the development of our team through training, as well as in better and more efficient ways of working together. We will also develop plans for a high-quality head office that our team and others want to come and work in.
	6. Demonstrate good governance and leadership that exemplifies and secures our faith and CARE's ethos.

Below is a summary of our key activities in the year to the end of March 2025 organised under each of the annual objectives above. Many of the items listed below are described in more detail in our Impact Report (published May 2025) that is structured according to the three areas through which we deliver our mission (Politics, Church, Future Leaders).

Strategic Goal 1

We want to see public policy informed and influenced by the Christian gospel and the Bible's teaching, in ways that affirm the good and positively impact the vulnerable, disadvantaged and exploited in our society for the common good.

Objective 1:

To equip Christians and churches across the UK to have informed engagement with their local Parliamentary candidates and national debates during the UK General Election.

Our General Election campaign – **EngaGE24** – was in many ways our most successful election campaign ever in terms of reach to Church and non-church audiences and supporter engagement

This election campaign represented a pivot from what we have done in previous elections. Understanding that many churches would find it difficult to host hustings and that there is less demand for physical printed materials, our focus switched to online resources targeting a younger audience. We estimate that our social media reach exceeded 300,000, and our online quiz was competed by over 35,000 people – many of whom were not regular church goers. Blogs, podcasts, briefings, and interviews with politicians were all very well received and used, with over 6,000 of our political interviews alone.

CARE (CHRISTIAN ACTION RESEARCH & EDUCATION)

We undertook a learning review of the campaign, and this will inform further developments when we cover future elections.

Objective 2: We will realise at least one legislative change or Government commitment to action that we have called for.

We have worked across a number of different policy areas and issues over the last year, including matters relating to online safety and protecting young people from the harm of pornography, protecting those vulnerable to problem gambling, tackling the causes and effects of human trafficking and prostitution, seeking to safeguard pre-birth babies, providing information on the impact of gender ideology, defending freedom of religious expression, and seeking to block legislation that would legalise assisted suicide.

We have also embarked on early policy development work around four marginalised or disadvantaged groups our future work will seek to help and empower. These four groups are babies and children at risk of harm, families struggling to cope, those at risk from harmful behaviours, and the vulnerable elderly.

We have been successful in meeting objective 2 in at least two different policy areas. More information about these areas can be found in the CARE 2024-25 Impact Report available on our website.

The first is **online safety** and protecting children from the harm of pornography. Although our major legislative victory was realised in 2023, our focus in 2024-25 has been on the implementation of the law and following through on a Government commitment to review the online porn industry. The review, led by Baroness Bertin made 32 recommendations, 30 of which were calls made by CARE.

The second area where we have seen legislative change was **gambling**. Our work, secured GAMSTOP, a service provided by the Gambling Commission where people can self-exclude themselves from online gambling for anywhere between 6 months and five years. In 2025 the number helped by GAMSTOP reached 500,000.

Unfortunately, we have not succeeded in defeating Bills in the UK and Scottish Parliament that seek to legalise **assisted suicide**. This continues to be a priority for CARE in 2025-26.

Strategic Goal 2

We seek to grow the number and strength of relationships with partners and cobelligerents with whom we work, never compromising our commitment to the truth and goodness of God's word and to act with civility and grace.

Objective 3: To increase the number of supporters and donors we have, deepen our engagement with existing partners, and raise more income.

Our church engagement work has gone from strength to strength this year with our team ***meeting more church leaders, delivering more speaking engagements*** (205), and speaking directly to more people in person (1,251 people attended CARE events) than in any of the previous five years.

We have also produced new resources for our church and individual partners and supporters this year. Our outputs include a range of ***online resources***. Video Primers that introduce key political topics such as assisted suicide. Topic guides on many of our main causes are now available, alongside other resources for church leaders that equip them to lead and preach on a range of issues.

Printed materials continue to play an important role in developing new partnerships and supporting existing ones. In the year to March, Biblical Deep-dives on Gender, and Old Age were published, alongside a 'Guide to the New Government'.

Growing our church and supporter engagement across the UK is linked to our fundraising efforts. In April and May 2024, we restructured our Supporter Relations Team to create a Development Team with dedicated fundraising expertise and began to professionalise our fundraising efforts. This is a long-term programme to increase income and secure new sources of funding. The priority of the team is to grow our income over the next 3-5 years alongside meeting a fundraising target for the major work needed on our office building.

In 2024 we also launched a new initiative to contact and bring together the alumni from the 30 years of our Leadership Programme. Alumni now receive a regular newsletter and invitation to alumni only events. Our plans for a summer reception were cancelled due to the timing of the General Election.

CARE (CHRISTIAN ACTION RESEARCH & EDUCATION)

Objective 4: New partnerships and networks of public square leaders will be established to promote, deliver, and realise our mission and increase the effectiveness of our work across our three areas of work (politics, church, future leaders).

We have *grown new partnerships* over the course of 2024-25, including collaboration with para-church organisations, denominations and church networks, voluntary sector organisations and non-partisan political groups including All Party Parliamentary Groups in Westminster. These partnerships range from organisations with whom we are theologically closely aligned to co-belligerency projects where we partner with others who share a common specific aim (e.g. to change or oppose a particular piece of legislation; or to campaign for greater civility in the public square).

A number of these partnerships have led to opportunities to engage with new groups of people and speaking opportunities at events including the FIEC national conference, Kirby Laing Centre annual conference, and participation in groups including the Dying Well APPG, the National Week of Prayer, and Bible by the Beach. We continue to serve historic partnerships, including the European Leadership Forum.

European Leadership Forum (ELF)

CARE was once again responsible for leading the Politics and Society Network session at the European Leadership Forum (ELF) in May 2024. The conference was attended by over 850 people, mainly drawn from across the European continent, with a particular focus on Central and Eastern European participation. Through our work at ELF, we have an opportunity to equip leaders to influence society through a Christian worldview and to be salt and light in their context. The Politics and Society Network consisted of 36 members (including 13 members of our own Leadership Programme) drawn from 9 different nations.

One of our aspirations at the beginning of 2024-25 was to grow a coalition of partners and a campaign around the issue of *civility in the public square* based on the desire to see differences in convictions acknowledged and respected. We convened several meetings to explore this issue. These were helpful but there was no consensus on which might be helpful and impactful actions. The work was also superseded by the General Election being called earlier than we had expected.

Strategic Goal 4

CARE strives to be excellent stewards of the resources we are gifted, through good governance and leadership, sustainable fundraising, and efficient, effective, and caring ways of working.

Objective 5: We will invest in the development of our team through training as well as in better and more efficient ways of working together. We will also develop plans for a high-quality head office that our team and others want to come and work in.

There has been an intentional increase in *investment in our team's wellbeing* over the last 12 months.

A number of areas of our corporate services were identified as inefficient during 2023-24, and we have been able to address many of these directly or make plans for future changes over the course of the year. The aim is that every member of our team *works better and more efficiently* as a result of having good systems and infrastructure support around them.

In January we implemented a new online HR system to support more efficient and transparent HR processes, and in quarter three we introduced more efficient financial processes for staff to claim expenses and process invoices.

We expect to introduce further changes and realise further efficiencies in the area of finance, and in the last quarter of the business year we also identified a new CRM system that will better suit our future requirements, and the intention is to move to a new provider in 2025.

We have continued to keep up to date with online security measures and undertake an annual IT support and security review with our third-party providers. We have increased the rigour of our health and safety work and expect every member of staff to undertake core H&S training, and complete key risk assessments.

CARE (CHRISTIAN ACTION RESEARCH & EDUCATION)

Refurbishment plans for our main Office in Westminster

We are blessed to own the freehold to our offices in Westminster. This is our main asset – financial and in relation to our work with Parliament and future leaders. However, little work has been done on the fabric of the building for over 35 years. In 2023 we completed work to create a new ground floor meeting space. Work now needs to be completed on the fabric of the building both to fix issues that are of increasing concern and create working space fit for our ambitions to create a safe space for collaboration and innovation.

It is our intention to carry out work during 2025-26, and in the year to March significant work has been completed on preparing detailed plans for a whole building refurbishment with major repairs and improvements; a tender process identified our preferred contractor; a fundraising plan was approved and fundraising efforts began in March; work began on contingency and business continuity plans for when we may need to move out of the building.

We are committed to making these improvements to our office building because it is central to our plans going forward. We see our office as an important safe space for Christian collaboration and innovation in the future; a venue where we can deliver more training and resources for future leaders and the church; and facilitate our public affairs advocacy by being so near to Parliament.

Objective 6: Demonstrate good governance and leadership that exemplifies and secures our faith and CARE's ethos.

Following our independent governance review in 2023-24 the Board of Trustees has sought to implement and embed its recommendations during 2024-25. There is now a governance annual cycle in place to ensure the Board carries out its responsibilities in a timely and regular fashion, facilitated and supported by the Company Secretary.

After over 30 years serving CARE our Chair of Trustees John O'Brien stepped down in March. All of the team and Trustees (past and present) are immensely grateful to John for his faithful excellent service. One of his final tasks was to oversee the appointment of a new Chair of Trustees, and following a recruitment campaign and selection process running over the summer of 2024, Mark Parsons was elected as a Trustee and Chair Designate in September 2024. Mark assumed the role of Chair in March 2025.

Alongside Mark, Jason MacKenzie was also elected as a new Trustee in September 2024, and in early 2025 the Governance and Nominations Sub-Committee was tasked with recruiting up to three new Trustees, one of whom would be our new Treasurer.

One of the significant decisions made by the Board in 2024 was over our organisational ethos and values. Following consultation with two of CARE's founders and staff team, a new ethos statement and values have been adopted, and we expect these to be used extensively to grow a strong healthy mission led and impact focused culture within CARE. Our organisational values are to be faithful, compassionate, generous, relational, and pioneering.

In 2024-25 we also undertook a review of our Articles of Association. This followed feedback received from different legal advisers. We do not intend to change our charitable objects but are aware that the articles reflect historic ways of working. We desire articles that safeguard our objects while reflecting modern ways of working and governance good practice. Therefore, we expect to undertake a formal review of our articles in 2025 with a view of amending them later in the year.

CARE (CHRISTIAN ACTION RESEARCH & EDUCATION)

Core work beyond our 2024-25 objectives

Empowering future leaders through the *Institute for Faith and Culture*:

The Leadership Programme continued to thrive with 15 members completing the Programme in July. In 2024-25 there are 13 individuals on the Programme. We continue to provide teaching and training on Fridays following an intensive induction period, supplemented by occasional weeknight learning events, and study weekends. There is one study week in the summer term. When not receiving teaching or taking part in training at CARE, members of the Programme are in a mixture of internships and paid employment in both Houses of Parliament across different political parties, and/or in NGOs and think tanks. The quality of the Programme and those graduating from it continues to grow.

Delivering social action and practical ministries

OPEN

OPEN continues to equip churches to understand the pastoral issues surrounding unintended pregnancy, abortion and other baby loss.

The year to 31 March 2025 was a transition year for the OPEN ministry. Our long-term associate and consultant, Jenny Baines, retired at the end of 2024 following a handover period with two new consultants appointed in early 2024 – one located and working in Northern Ireland, and the other leading work across Great Britain. Together they continued to deliver courses and talks online, in addition to training sessions delivered in person to churches and groups of people interested in understanding and bringing a pastoral response to the issues of crisis pregnancy, abortion, and other pregnancy loss.

A business plan for 2025-26 was agreed in March 2024 that will see a new focus on producing resources and materials for local churches to use so that the work is less dependent upon direct delivery from our consultants.

Pray for Schools

Funding for Pray for Schools came to an end in March 2024. We want to thank our long-term associate and consultant, Jane Newey, who, supported by Celia Bowring, led Pray for Schools work in England and Wales for many years. We have supported the safe archiving and handover of the work to partners more specialised and focused on the education and school sectors.

Grants awarded to other organisations

Over the course of the year, we supported other organisations that are undertaking important work consistent with our own charitable objects. Many of these provide practical support and help to their beneficiaries in ways that CARE cannot.

- Care Not Killing: Promoting resources in support of better end of life care and opposition to assisted suicide legislation.
- Forum for Christian Leaders: to provide scholarships to young or resource poor Christian Leaders to attend ELF and its Politics and Society Network

CARE (CHRISTIAN ACTION RESEARCH & EDUCATION)

2.7 Priorities for 2025-26

Our strategic goals remain the same for the coming year. To meet these, we will:

- i. Set out proactive policy positions aligned to our four people groups and become recognised by Parliamentarians and the church as thought leaders and agenda setters on at least one policy area/issue.
- ii. Realise at least one legislative change, success, or Government commitment to action that we have called for.
- iii. Increase the number of supporters and donors we have, deepen our engagement with existing partners, and raise more income.
- iv. New partnerships and networks of public square leaders will be established to promote, deliver, and realise our mission and increase the effectiveness of our work across our three areas of work (politics, church, future leaders).
- v. Our team will recognise and benefit from our investment in their care and development.
- vi. We raise funds for, and deliver, a major capital project to create a head office space that becomes a Christian hub for collaboration and innovation.
- vii. The Board of Trustees will provide leadership in demonstrating our values and ethos in practice.

We have set a goal of delivering 24 projects alongside our business as usual to realise these objectives. These are defined in an Annual Charity Plan that every member of the charity has access to and will be regularly tracked and monitored by the Senior Leadership Team.

2.8 Financial practices

Fundraising Practices

The large majority of CARE's funding is received from thousands of faithful UK supporters who make regular donations, and we continue to give thanks for their generosity.

CARE's fundraising is compliant with the recognised standards of fundraising set out in the Code of Fundraising Practice. CARE participates in the Fundraising Regulator's voluntary regulatory regime. No complaints about the charity's fundraising activities were received during the 2024-25 financial year.

Key members of staff undertook GDPR training in 2024-25, and we reviewed our data security and privacy arrangements. All requests for donations are compliant with GDPR Regulations and those responsible for fundraising are carefully monitored.

We manage all our mailings and correspondence with supporters in line with their communication preferences. All correspondence provides the recipient with information about how they can be removed from our mailing lists. We do not undertake telephone fundraising, and we ensure that our fundraising requests are sensitive and without pressure.

Financial review

During the year, CARE made a deficit on unrestricted funds of £76,398 (2024: £98,387). This includes the receipt of legacies totalling £184,170 (2024: £146,305). The Trustees remain committed to ensuring that CARE has in place a robust budget and financial controls to ensure the delivery of CARE's objectives.

Net movement in funds for the year amounted to £94,408 net expenditure (2024: £112,965). Unrestricted fund balances carried forward at the year-end were £4,368,725 (2024: £4,445,123). Restricted funds carried forward at the year-end amounted to £25,809 (2023: £43,819).

Investment policy

Under the Memorandum and Articles of Association, CARE has the power to make any investment which the Trustees see fit. Since CARE intends to hold limited reserves, most funds are held in instant access and deposit accounts. Where significant money is being held in Restricted and Designated Funds, the Trustees will invest in fixed term deposit accounts, common investment funds, common deposit funds, diversified equities or government-issued securities which are considered to be low to medium investment risk. Trustees will continue to review their investment strategy annually and explore the use of investment programmes for an appropriate

CARE (CHRISTIAN ACTION RESEARCH & EDUCATION)

proportion of free reserves in order to protect the long-term interests of the charity.

Reserves policy

The Trustees believe that the charity needs general unrestricted reserves equivalent to three to six months outgoing resources. Additionally, amounts attributable to fixed assets less any related borrowings will be held as designated reserves as these assets are held for the long term and are not readily disposable. CARE began a major refurbishment of the CARE Westminster office (Romney Street) in September 2025 (Phase 1) with further work in internal improvements in January 2026 (Phase 2). Trustees have used our forecast budget and cashflow to assess what can prudently be invested from reserves into the Romney Street capital project. The Trustees therefore designated an additional £390,000 to carry out capital works at Romney Street with up to a further £800,000 to be fundraised.

In the financial year ended 31 March 2025 the Trustees have allocated an amount of £2,854,981 as designated funds for fixed assets and £358,741 for capital works at Romney Street. The recommended level of general unrestricted reserves at 31 March 2025 is between £615,000 and £1,230,000. The general unrestricted reserves at 31 March 2025 were £1,154,454 (2024: £1,521,529). At this level, the Directors feel that they would be able to continue the current activities of the organisation.

Assessment of CARE as a ‘Going Concern’

Each year Trustees approve an annual charity business plan that sets out how it intends to use its financial resources. At the beginning of the financial year, the Annual Business Plan and Budget forecast a significant deficit but, due in part to achieving better than forecast voluntary income and lower expenditure, our actual deficit was much lower than originally forecast.

In 2025-26 we will be undertaking long awaited major building work on our freehold office building in Westminster. Phase 1 focusing on external and basement work began in September 2025. The cost will be fully met out of reserves. Phase 2 is planned for January 2026, and the scope and extent of the work will depend on how much of our £800,000 target we raise. Meeting the cost of Phase 1 will reduce our reserves by c.£300,000, but Trustees see this, together with the operational budget, as an investment that strengthens the long-term operation and viability of the charity.

Our aim is to return to a break-even budget and grow income above current expenditure by 2027, and by doing so we will meet our Reserves Policy obligations.

For this reason, Trustees agree that CARE meets all reasonable going concern tests.

3. Statement of Trustees' responsibilities

Company law requires Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity as at the balance sheet date, and of their income and expenditure for the financial year. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently,
- make judgements and estimates that are reasonable and prudent,
- state whether applicable accounting standards and Statements of Recommended Practice 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 charity will continue in operation.

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

4. Statement as to disclosure of information to auditors

The Trustees have taken all the necessary steps to make us aware, as Trustees, of any relevant audit information and to establish that the auditors are aware of that information. As far as the Trustees are aware, there is no relevant audit information of which the charity's auditors are unaware.

5. Auditors

A resolution to re-appoint UHY Hacker Young Fitch Limited as auditors will be proposed at the forthcoming Annual General Meeting.

These Accounts have been prepared in accordance with the provisions applicable to companies subject to the Small Companies' regime.

Approved by the Trustees on 26 September 2025 and signed on their behalf by:



.....
Mr Mark Parsons, Chair of Trustees

Independent Auditor's Report to the Members of CARE (Christian Action Research and Education)

Opinion

We have audited the financial statements of CARE (Christian Action Research & Education) (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, 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, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (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 March 2025 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, Charities Act 2011, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 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 United Kingdom, including the Financial Reporting Council'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.

CARE (CHRISTIAN ACTION RESEARCH & EDUCATION)

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Trustees are responsible for the other information contained within the Annual report. 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. 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 course of 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 Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our 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 Trustees' report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require 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; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement, 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.

CARE (CHRISTIAN ACTION RESEARCH & EDUCATION)

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 an Auditors' report 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations was as follows.

The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations. As part of the audit in accordance with ISAs (UK) we exercised professional judgment and maintained professional scepticism throughout the audit. We identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of the sector and we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the Companies Act 2006 and UK Charities Act, the Charities and Trustee Investment (Scotland) Act 2005, and Charities Accounts (Scotland) Regulations 2006.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud and considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations. We obtained an understanding of internal controls relevant to the audit in order to design audit procedures that were appropriate in the circumstances but not for the purpose of expressing an opinion of the effectiveness of the charitable Company's internal controls.

To address the risk of fraud through management bias and override of controls, we performed analytical procedures to identify any unusual or unexpected relationships; tested journal entries to identify unusual transactions; evaluated the appropriateness of accounting policies used, including managements' use of the going concern basis of accounting, and the reasonableness of accounting estimates and related disclosures made by management; and investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included but were not limited to agreeing financial statement disclosures to underlying supporting documentation; reading the minutes of meetings of those charged with governance; and enquiring of management as to actual and potential litigation and claims.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

CARE (CHRISTIAN ACTION RESEARCH & EDUCATION)

Auditor's responsibilities for the audit of the financial statements (continued)

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 Auditors' report.

Use of the audit 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, and to the charitable company's trustees, as a body, in accordance with regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members and Trustees 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 its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Signed:



Michael Fitch (Senior statutory auditor)
for and on behalf of

UHY Hacker Young Fitch Limited
Statutory Auditors & Chartered Accountants
Suite 2.06, Custom House
Custom House Square
Belfast
BT1 3ET

Date: 26/09/2025

UHY Hacker Young Fitch Ltd are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

CARE (CHRISTIAN ACTION RESEARCH & EDUCATION)

Statement of Financial Activities for the year ended 31 March 2025 (including the Income and Expenditure Account)

	Notes	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
INCOME FROM:					
Donations and legacies	3	2,276,623	1,500	2,278,123	2,112,069
Charitable activities					
Engaging Public Policy Makers	4	1,974	-	1,974	-
Investments					
Bank interest received		15,077	-	15,077	2,986
Dividend income		10,675	-	10,675	11,409
Total income		<u>2,304,349</u>	<u>1,500</u>	<u>2,305,849</u>	<u>2,126,464</u>
EXPENDITURE ON:					
Raising funds	5	314,674	-	314,674	257,336
Charitable activities					
Educating church and public opinion	6	783,652	-	783,652	769,839
Engaging public policy makers	6	1,033,238	-	1,033,238	1,001,458
Empowering young leaders	6	250,155	19,510	269,665	233,932
Total expenditure		<u>2,381,719</u>	<u>19,510</u>	<u>2,401,229</u>	<u>2,262,565</u>
Net (expenditure)/income before revaluations		(77,370)	(18,010)	(95,380)	(136,101)
Gain/(Loss) on revaluation of investments		972	-	972	23,136
Net movement in funds		<u>(76,398)</u>	<u>(18,010)</u>	<u>(94,408)</u>	<u>(112,965)</u>
Total funds brought forward	15,16,17	<u>4,445,123</u>	<u>43,819</u>	<u>4,488,942</u>	<u>4,601,907</u>
Total funds carried forward	15,16,17	<u>4,368,725</u>	<u>25,809</u>	<u>4,394,534</u>	<u>4,488,942</u>

There are no recognised gains or losses in either the current or previous year other than those included in the Statement of Financial Activities. All activities relate to continuing operations.

CARE (CHRISTIAN ACTION RESEARCH & EDUCATION)

Balance sheet at 31 March 2025

	Notes	2025	2024
		£	£
Fixed assets			
Tangible assets	9	2,890,317	2,910,209
Investments	10	659,301	551,167
		<u>3,549,618</u>	<u>3,461,376</u>
Current assets			
Stocks	11	1,500	1,500
Debtors	12	132,120	64,036
Cash at bank and in hand		878,804	1,113,705
		<u>1,012,424</u>	<u>1,179,241</u>
Creditors: Amounts falling due within one year	13	(167,508)	(151,675)
Net current assets		<u>844,916</u>	<u>1,027,566</u>
		<u>4,394,534</u>	<u>4,488,942</u>
Net assets		<u>4,394,534</u>	<u>4,488,942</u>
Represented by:			
Unrestricted funds	15	4,368,725	4,445,123
Restricted funds	17	25,809	43,819
		<u>4,394,534</u>	<u>4,488,942</u>

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

Approved by the Trustees on 26 September 2025 and signed on their behalf by:



.....
Mr Mark Parsons, Chair of Trustees

Company Number: 3481417

CARE (CHRISTIAN ACTION RESEARCH & EDUCATION)

Statement of Cash Flows for the Year Ended 31 March 2025

	2025	2024
	£	£
Cash flows from operating activities		
Net expenditure for the financial year	(94,408)	(112,965)
Adjustments for:		
Depreciation of tangible assets	26,795	27,291
Interest received	(15,077)	(2,986)
Dividends received	(10,675)	(11,409)
Gains on investments	(972)	(23,136)
(Increase) in trade and other debtors	(68,084)	(6,572)
Increase/(decrease) in trade and other creditors	15,833	(27,940)
	<hr/>	<hr/>
Cash from operations	(146,588)	(157,717)
	<hr/>	<hr/>
Cash flows from investing activities		
Purchase of tangible assets	(6,903)	(10,728)
Purchase of investments	(174,528)	(123,536)
Proceeds from sale of investments	80,251	125,861
Interest received	15,077	2,986
Dividends received	10,675	11,409
	<hr/>	<hr/>
Net cash from investing activities	(75,428)	5,992
	<hr/>	<hr/>
Net (decrease)/increase in cash and cash equivalents	(222,016)	(151,725)
Cash and cash equivalents at start of year	1,127,151	1,278,876
	<hr/>	<hr/>
Cash and cash equivalents at the end of the year	905,135	1,127,151
	<hr/>	<hr/>

‘Cash and cash equivalents’ consist of “Cash at bank and in hand” £878,804 (2024: £1,113,705) and “Cash held as part of the investment portfolio” £26,331 (2024: £13,446).

CARE (CHRISTIAN ACTION RESEARCH & EDUCATION)

Notes to the financial statements for the year ended 31 March 2025

1 Company information

CARE is a company limited by guarantee and registered in England and Wales, registration number 3481417, and a charity registered in England and Wales number 1066963 and registered in Scotland number SCO38911. The registered office is 53 Romney Street, Westminster, London SW1P 3RF.

1.1 Basis of preparation of financial statements and critical accounting estimates and areas of judgment

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 (FRS102) (effective January 2019) – (Charities SORP (FRS102)), and the Companies Act 2006.

The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires Trustees to exercise judgement in applying the charity's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, include:

- The valuation of listed investments; and
- The estimation of useful economic lives of tangible fixed assets.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in any future periods affected.

CARE meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

The Trustees have agreed detailed budgets for the year ended 31 March 2026 and reviewed cashflow forecasts to 30 September 2026. Both sources of income and types of expenditure have been reviewed and the Trustees have also considered the charity's working capital and capital expenditure requirements. As a result of the foregoing the Trustees are satisfied that it is appropriate to prepare the accounts on a going concern basis.

1.2 Fixed assets and depreciation

The threshold for capitalisation of assets is set at £1,000 per item. Depreciation is provided by the charity to write off the cost of tangible fixed assets by equal instalments over their estimated useful economic lives as follows:

Freehold buildings	- 50 years
Office equipment	- 7 years
Motor vehicles	- 4 years
Computer equipment	- 4 years

Provision is made for depreciation on the freehold property but not the related land. The freehold building was independently revalued in December 2012 and the market value was deemed to be £3,095,000. The Trustees consider that £890,000 of this revaluation relates to the cost of the building and therefore this amount has been depreciated accordingly.

CARE (CHRISTIAN ACTION RESEARCH & EDUCATION)

Notes to the financial statements for the year ended 31 March 2025

1.3 Leases

Rentals payable under operating leases are charged on a straight-line basis over the term of the lease.

1.4 Pension costs

The charity does not operate its own scheme. Contributions are made to a group personal pension scheme. The amount charged to the Statement of Financial Activities represents the contributions payable to such schemes in respect of the accounting period and amounted to £122,599 (2024: £103,717).

1.5 Stocks

Stocks are stated at the lower of cost and net realisable value.

1.6 Income

All income is included in the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Legacies are recognised as income when it can reasonably be assumed that the charity is entitled to the legacy and the amount can be estimated with sufficient reliability.

1.7 Expenditure

All expenditure is included on an accruals basis and is recognised when there is a legal or constructive obligation to pay for expenditure.

Expenditure has been classified under headings that aggregate all costs related to that activity. Where costs cannot be directly attributed to particular activities, they have been allocated to activities on a basis consistent with the use of resources. Central overhead costs are allocated to charitable activities and costs of raising funds on the basis of their use of central support services.

Costs of raising funds are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of charitable activities.

Governance costs are the costs associated with the governance arrangements of the Charity, as opposed to the direct management functions inherent in raising funds or charitable activity. Included within this category are costs associated with the strategic, as opposed to day-to-day, management of the Charity's activities.

Support costs represent the staffing and associated costs of finance, personnel and general administration and are allocated across the categories of charitable activities, governance costs and the costs of raising funds. The basis of the cost allocation has been explained in note 7 to the financial statements.

Certain expenditure is directly attributable to specific activities and these have been included in the cost of these activities. Certain other costs, which are attributable to more than one activity, are apportioned across activities on the basis of an estimate of the proportion of time spent by staff on those activities.

Where information about the aims, objectives and projects of the charity is provided in the content of fundraising material in an educational manner, these costs are apportioned to charitable activities.

Irrecoverable VAT is charged as a cost in the Statement of Financial Activities, and apportioned across activities. Irrecoverable VAT in respect of the accounting period amounted to £74,853 (2024: £61,084).

CARE (CHRISTIAN ACTION RESEARCH & EDUCATION)
Notes to the financial statements for the year ended 31 March 2025

1.8 Investments

Investments are stated in the balance sheet at their market value as at the balance sheet date. All movements in value arising from investment changes or revaluation are shown in the Statement of Financial Activities.

Realised gains or losses on investments are calculated as the difference between the disposal proceeds and market value at the beginning of the year. Unrealised gains or losses are derived from the movement in market values during the year.

1.9 Fund accounting

Funds held by the charity are either:

- Unrestricted general funds – these are funds which can be used, in accordance with the objects of the charity, at the discretion of the Trustees,
- Unrestricted designated funds – these are funds set aside by the Trustees out of unrestricted general funds for a specific future purpose or projects,
- Restricted funds – these are funds that 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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

1.10 Non-derivative financial instruments

Non-derivative financial instruments comprise trade and other debtors, cash and cash equivalents and trade and other creditors.

1.11 Debtors and creditors receivable/payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in the statement of financial activities.

1.12 Cash and cash equivalents

Cash and cash equivalents in the balance sheet comprise cash at bank and in hand. For the purpose of the statement of cashflows, cash and cash equivalents are net of bank overdrafts which are payable on demand.

CARE (CHRISTIAN ACTION RESEARCH & EDUCATION)

Notes to the financial statements for the year ended 31 March 2025

2 Net movement in funds

The net movement in funds for year is stated after charging:

	Total 2025 £	Total 2024 £
Auditors' remuneration	6,760	6,500
Depreciation	26,795	27,291
Staff Pension Costs	122,599	103,717
Lease Payments	21,800	21,403
	<u> </u>	<u> </u>

All income was received from activities within the United Kingdom.

3 Donations and legacies

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Regular donations	1,024,016	-	1,024,016	989,766
Legacies	184,170	-	184,170	146,305
Other donations	1,068,437	1,500	1,069,937	975,998
	<u>2,276,623</u>	<u>1,500</u>	<u>2,278,123</u>	<u>2,112,069</u>

Regular donations are those received by Direct Debit, bank standing order and other regular giving mechanisms. Legacies were all received in the year.

Total donations in 2023-24 were £2,112,069 split £989,766 unrestricted "Regular Donations", £146,305 unrestricted "Legacies", £975,348 unrestricted "Other Donations" and £650 restricted "Other Donations".

Tax recoverable in respect of donations amounted to £258,420 (2024: £242,795) and this has been included in the relevant categories of income.

4 Income from charitable activities

	Sales of educational material £	Unrestricted Total 2025 £	Total 2024 £
Engaging public policy makers	1,974	1,974	-
	<u>1,974</u>	<u>1,974</u>	<u>-</u>

CARE (CHRISTIAN ACTION RESEARCH & EDUCATION)

Notes to the financial statements for the year ended 31 March 2025

5 Raising funds

	Unrestricted Total 2025 £	Total 2024 £
Regular donations	146,855	122,954
Legacies	9,288	7,578
Other donations	153,452	122,084
	<hr/>	<hr/>
	309,595	252,616
Investment management costs	5,079	4,720
	<hr/>	<hr/>
	314,674	257,336
	<hr/>	<hr/>

Included in the above are support costs of £67,603 (2024: £61,026).

6 Charitable activities

	Staff costs £	Other costs £	Total direct costs £	Support costs £	Total 2025 £	Total 2024 £
Educating church and public opinion	310,037	273,848	583,885	199,767	783,652	769,839
Engaging public policy makers	524,048	201,691	725,739	307,499	1,033,238	1,001,458
Empowering young leaders	93,857	109,874	203,731	65,934	269,665	233,932
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Total 2024	927,942	585,413	1,513,355	573,200	2,086,555	
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	
Total 2023	884,159	475,620	1,359,779	645,450		2,005,229
	<hr/>	<hr/>	<hr/>	<hr/>		<hr/>

7 Support costs

	Governance £	Management & Finance £	Information Technology £	Human Resources £	Facilities £	Total 2025 £
Educating church and public opinion	16,795	88,870	24,544	11,254	58,304	199,767
Engaging public policy makers	21,371	113,086	31,229	18,760	123,053	307,499
Empowering young leaders	5,398	28,565	7,888	3,752	20,331	65,934
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	43,564	230,521	63,661	33,766	201,688	573,200
Raising funds	7,167	37,928	10,474	5,628	6,406	67,603
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	50,731	268,449	74,135	39,394	208,094	640,803
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

Governance, management & finance, information technology and facilities costs are allocated on the

CARE (CHRISTIAN ACTION RESEARCH & EDUCATION)

basis of expenditure, whilst human resources costs are allocated on the basis of head count.

Notes to the financial statements for the year ended 31 March 2025**8 Staff numbers and costs**

	2025	2024
	Number	Number
The average number of staff employed during The year was 24 (2024: 27).		
The average number of full time equivalent staff employed by the charity during the year, analysed by category, including support staff was as follows:		
Engaging public policy makers	12	12
Educating church and public opinion	8	9
Empowering young leaders	2	2
	<hr/>	<hr/>
	22	23
Costs of raising voluntary income	4	3
	<hr/>	<hr/>
	26	26
	<hr/> <hr/>	<hr/> <hr/>

Staff numbers include support staff allocated to the various activities.

The aggregate payroll costs were:	£	£
Wages and salaries	1,051,319	1,008,285
Social security costs	105,574	104,596
Pension costs	122,599	103,717
Redundancy	7,264	5,000
	<hr/>	<hr/>
	1,286,756	1,221,598
	<hr/> <hr/>	<hr/> <hr/>

	2025	2024
	Number	Number
£70,001 - £80,000	0	0
£80,001 - £90,000	1	1
	<hr/> <hr/>	<hr/> <hr/>

Pension contributions of £9,036 (2024: £8,616) were made in 2024-25 on behalf of this employee.

No Trustee received any remuneration in their role as Trustee during the year (2024: none). Note 21 gives details of amounts paid to Trustees for other services provided during the year.

No Trustee received reimbursed expenses in the financial year (2024: none).

The total employment benefits, including employer pension contributions, of the key management personnel of the charity were £147,084 (2024: £142,416).

CARE (CHRISTIAN ACTION RESEARCH & EDUCATION)

Notes to the financial statements for the year ended 31 March 2025

9 Fixed assets

	Freehold property £	Office equipment £	Computer equipment £	Total £
Cost				
At 1 April 2024	3,095,000	69,628	81,421	3,246,049
Additions	-	-	6,903	6,903
Disposals	-	(37,541)	(10,953)	(48,494)
At 31 March 2025	3,095,000	32,087	77,371	3,204,458
Depreciation				
At 1 April 2024	200,250	69,628	65,962	335,840
Charge for the year	17,800	-	8,995	26,795
Disposals	-	(37,541)	(10,953)	(48,494)
At 31 March 2025	218,050	32,087	64,004	314,141
Net book values				
At 31 March 2025	2,876,950	-	13,367	2,890,317
At 31 March 2024	2,894,750	-	15,459	2,910,209

The freehold building was re-valued at £3,095,000 on the basis of four independent local agents' estimated valuations received in December 2012. The Trustees reviewed the valuation at 31 March 2016 by comparison to local property prices and consider that the valuation in the financial statements remains appropriate. On the transition to the Charities SORP (FRS102), the Trustees decided to treat this value as the deemed cost of the property.

There is an equity mortgage secured against the property which is disclosed within creditors in note 13.

CARE (CHRISTIAN ACTION RESEARCH & EDUCATION)

Notes to the financial statements for the year ended 31 March 2025

10 Fixed Asset Investments

	2025 £	2024 £
Market Value		
Listed investments:		
Opening market value	537,721	516,910
Additions	174,528	123,536
Disposals proceeds	(80,251)	(125,861)
Portfolio revaluation	972	23,136
	<hr/>	<hr/>
	632,970	537,721
Cash held as part of portfolio	26,331	13,446
	<hr/>	<hr/>
Closing market value	659,301	551,167
	<hr/>	<hr/>

All investments are held primarily to provide an investment return for the charity.

11 Stocks

	2025 £	2024 £
Books and DVDs	1,500	1,500
	<hr/>	<hr/>

12 Debtors

	2025 £	2024 £
Due within one year:		
Gift Aid Recoverable	25,631	19,335
Prepayments and accrued income	40,014	32,903
Other debtors	55,222	11,798
	<hr/>	<hr/>
	120,867	64,036
	<hr/>	<hr/>

CARE (CHRISTIAN ACTION RESEARCH & EDUCATION)**Notes to the financial statements for the year ended 31 March 2025****13 Creditors: Amounts falling due within one year**

	2025	2024
	£	£
Equity Mortgages	35,336	35,336
Trade creditors	59,948	66,046
Social security costs	18,092	26,224
Pension contributions payable	11,032	432
Other creditors	22,098	10,745
Accruals and deferred income	21,002	12,892
	<u>167,508</u>	<u>151,675</u>

14 Leasing commitments

The charity's future minimum operating lease payments are as follows:

	2025	2024
	£	£
Within one year	7,554	7,544
Between one and five years	3,219	7,511
	<u> </u>	<u> </u>

CARE (CHRISTIAN ACTION RESEARCH & EDUCATION)

Notes to the financial statements for the year ended 31 March 2025

15 Unrestricted funds

	General fund £	Designated fund £	Total £
Balance at 1 April 2024	4,396,402	48,721	4,445,123
Net income/(expenditure) in the year	2,061	(79,431)	(77,370)
Transfers between funds	(3,244,981)	3,244,981	-
Gain on revaluation of investments	972	-	972
Balance at 31 March 2025	1,154,454	3,214,271	4,368,725

16 Designated funds

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2025 £
Fixed Asset Fund	-	-	-	2,854,981	2,854,981
Romney Street	25,145	-	(56,404)	390,000	358,741
Website	18,059	-	(18,059)	-	-
40 th Anniversary	3,549	-	(3,000)	-	549
Scottish IFC Support and Development	1,968	-	(1,968)	-	-
	48,721	-	(79,431)	3,244,981	3,214,271

The Trustees have designated a portion of unrestricted funds equivalent to the net book value of tangible fixed assets, less equity mortgages. This **Fixed Asset Fund** represents the amount of reserves not available for general use as they are invested in the charity's fixed assets.

The **Romney Street** fund is to provide for future upkeep and development of the building. During the year £40,000 was transferred into this fund for building work and a further £350,000 transferred to cover the costs of major building work that began in September 2025 focusing on external and basement work.

The **Website** fund is to refresh and rebuild CARE's website consistent with the new organisational strategic vision.

The **40th Anniversary** fund is for a series of events and activities that assist supporters engage with CARE's 40th anniversary.

The **Scottish IFC Support and Development** Fund is to cover the travel and accommodation costs of IFC graduates based in Scotland with placements in the Scottish Parliament.

CARE (CHRISTIAN ACTION RESEARCH & EDUCATION)

Notes to the financial statements for the year ended 31 March 2025

17 Restricted funds

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2025 £
IFC Development Fund	38,519	-	(19,260)	-	19,259
Equipment Fund	5,000	-	-	-	5,000
Graduate Bursaries Fund	300	-	(250)	-	50
Romney Street	-	1,500	-	-	1,500
	<u>43,819</u>	<u>1,500</u>	<u>(19,510)</u>	<u>-</u>	<u>25,809</u>

The **IFC Development** fund is to cover the costs of ongoing work with the Alumni.

The **Equipment Fund** is to be used for the purchase of new equipment that will further CARE's mission and charitable objects.

The **Graduate Bursaries Fund** is a fund to support the costs relating to IFC graduates.

The **Romney Street** fund is to provide for future upkeep and development of the building.

18 Analysis of net assets between funds

	General funds £	Designated funds £	Restricted funds £	Total Funds 2025 £	Total Funds 2024 £
Tangible fixed assets	-	2,890,317	-	2,890,317	2,910,209
Investments	659,301	-	-	659,301	551,167
Cash at bank and in hand	493,705	359,290	25,809	878,804	1,113,705
Other net current assets/(liabilities)	1,448	(35,336)	-	(33,888)	(86,139)
	<u>1,154,454</u>	<u>3,214,271</u>	<u>25,809</u>	<u>4,394,534</u>	<u>4,488,942</u>

CARE (CHRISTIAN ACTION RESEARCH & EDUCATION)

Notes to the financial statements for the year ended 31 March 2024

19 Company limited by guarantee

The company is limited by guarantee and so has no share capital. The members of the charitable company have agreed to contribute up to £10 each in the event of the dissolution of the company.

20 Controlling parties

The controlling party of the charity is the Board of Trustees.

21 Related parties

The charity is connected with the following organisations:-

CARE Campaigns is connected to CARE as all of the Trustees of CARE are directors of CARE Campaigns, which was dormant during the year.

Charlie Hoare is a Trustee of the charity and he provides advice on public policy matters at a fee below the market rate. The total amount paid to Charlie Hoare during the financial year was £4,716 (2024: £4,725). CARE owed Charlie Hoare £nil at the year-end (2024: £nil).

CARE (CHRISTIAN ACTION RESEARCH & EDUCATION)

Notes to the financial statements for the year ended 31 March 2025

22 Statement of Financial Activities for the year ended 31 March 2024 (including the Income and Expenditure Account)

	Unrestricted funds £	Restricted funds £	Total 2024 £
INCOME FROM:			
Donations and legacies	2,111,419	650	2,112,069
Charitable activities			
Engaging public policy makers	-	-	-
Investments			
Bank interest received	2,986	-	2,986
Dividend income	11,409	-	11,409
Total income	<u>2,125,814</u>	<u>650</u>	<u>2,126,464</u>
EXPENDITURE ON:			
Raising funds	257,336	-	257,336
Charitable activities			
Educating church and public opinion	769,839	-	769,839
Engaging public policy makers	1,001,458	-	1,001,458
Empowering young leaders	218,704	15,228	233,932
Total expenditure	<u>2,247,337</u>	<u>15,228</u>	<u>2,262,565</u>
Net (expenditure)/income before revaluations	(121,523)	(14,578)	(136,101)
Gain on revaluation of investments	23,136	-	23,136
Net movement in funds	<u>(98,387)</u>	<u>(14,578)</u>	<u>(112,965)</u>
Total funds brought forward	4,543,510	58,397	4,601,907
Total funds carried forward	<u>4,445,123</u>	<u>43,819</u>	<u>4,488,942</u>

There are no recognised gains or losses in either the current or previous year other than those included in the Statement of Financial Activities. All activities relate to continuing operations.