

ANNUAL REPORT

2025



Time & Talents Association Trustees' Annual Report & Financial Statements for the year ending 31 March 2025

Time and Talents Association
The Old Mortuary
St Marychurch Street
Rotherhithe
SE16 4JE

Company number: 4009766
Registered charity number: 1084545

Time and Talents Association

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Message from the Chair

As Chair of the Board of Trustees, it is both an honour and a joy to reflect on another remarkable year for Time & Talents. Each time I visit, I'm struck by the vibrancy and warmth that radiates from the activities and events we offer, each one a testament to the organisation's deep-rooted commitment to the local community.

Our beautiful outdoor space came alive in July as nearly 200 people gathered for our annual Summer Party, a celebration filled with music, food, laughter, and connection. In December, the festive spirit continued with our winter event, where staff dressed as elves and Father Christmas, spreading cheer and smiles to all who attended.

Behind these joyful moments lies the tireless dedication of our incredible staff team. On behalf of the Board of Trustees, I extend our heartfelt thanks to each of them. This year brought financial challenges, and difficult decisions had to be made, including reducing staff hours and scaling back some activities. Yet, through it all, the team remained unwavering in their mission: to build a world where everyone feels part of a community.

In June, we celebrated Volunteers' Week with an evening of gratitude for the many individuals who give their time and energy to support Time & Talents. Whether volunteering to feel more connected, to support a cause, to fulfil a corporate social responsibility goal, or simply to share their time, each person plays a vital role in strengthening the fabric of our community in Rotherhithe.

We are deeply grateful to our funders and donors, whose generosity enables us to continue and grow our work. Their support ensures that we can reach more people, create more opportunities, and respond to the evolving needs of our community.

Looking ahead, we remain committed to diversifying our programmes to reflect the changing landscape of Rotherhithe, Bermondsey, Surrey Docks, and beyond.

On behalf of the Board of Trustees, thank you to everyone who has contributed to Time & Talents' success this year. Your support, passion, and belief in our mission make everything we do possible.

Angela Woodley

Angela Woodley

Chair of Trustees

Reference and Administrative Details

Charity number:	1084545	
Company number:	04009766	
Registered address:	The Old Mortuary St Marychurch Street Rotherhithe SE16 4JE	
Trustees:	Angela Woodley – Chair Rebecca Bland – Treasurer Jo Breeze Michael Dellapina Alisa Dolgova Mark Fisher	Hetal Gandhi Timea Kadar – resigned January 2025 Anne Koch Susan Lower Francis Williams – resigned November 2024
Key Management: Chief Executive	Celia Watson: 04/12/2023 – 21/03/2024 Diana Hofler: 21/03/2024 – 28/02/2025	
Independent Examiners:	Chiene and Tait LLP (Trading as CT), 61 Dublin Street, Edinburgh EH3 6NL	
Bankers:	The Co-Operative Bank PO Box 101, 1 Balloon Street Manchester, M60 4EP	

Time and Talents Association

Trustees' Report for the Year Ending 31 March 2025

The Trustees of the Charity, who are also the Directors of the Company for the purposes of the Companies Act 2006, present their annual report, as required by company law, together with the audited financial statements of Time and Talents Association for the year ending 31 March 2025. Reference and administrative information set out on page 2 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice – Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and Activities

a) Policies and Objectives

The Charity's objects are restricted specifically, in each case, only for the public benefit of the inhabitants of the London Borough of Southwark and elsewhere and in particular:

- To relieve persons who are in a condition of financial hardship or who are otherwise in need by reason of their age, infirmity, disability or social or economic circumstances;
- To advance education;
- To provide or assist in the provision of facilities for education, recreation and other leisure time occupation in the interests of social welfare and with the object of improving the conditions of the families for whom the facilities are provided.

b) Strategies for Achieving Objectives

Time & Talents envisions a future in which everyone feels a sense of belonging and connection to their local community. Our 2022-2025 strategy outlines four pillars for achieving this vision in our local area of Rotherhithe, Bermondsey and Surrey Docks. Our strategy is underpinned by a profound commitment to providing opportunities for joy, reducing loneliness, and fostering shared experiences among diverse individuals in our community.

Time & Talents' 2022-2025 Strategic Summary:

- *Community Programme Development*: build connections and a sense of community through activities and pathways of change to meet the evolving needs of local residents.
- *Continuous Quality Improvement*: continually increase the quality of our services using an approach of continuous information gathering, reflection, planning and taking action.
- *Continuous Resource Development*: develop our processes to better invest in and manage our key resources: our people and our facilities.
- *Robust Financial Functions*: build our sustainable business practices, secure longer-term funding, and follow best practice to manage finances and the organisation.

Community-led Approach

In 2025, we surveyed participants and volunteers across all areas of Time & Talents about our impact. Overall, the percentage of people surveyed 'strongly agree' or 'agree' with the following statements:

Participating in a group or activity at T&T helps me...

- ...feel part of community – 96%
- ...feel more positive about my local area – 90%
- ...meet people I wouldn't normally meet, including people of different ages and backgrounds – 92%
- ...make friends and build relationships – 89%

- ...feel supported and included – 93%
- ...feel able to get actively involved with my local community – 79%
- ...improve my wellbeing, for example feeling happier, more active or more purposeful – 91%
- ...have opportunities to experience happiness – 82%

Our Mission

At Time & Talents our mission is to:

- Increase the happiness and wellbeing of our community
- Build a strong sense of place and shared experience through shared space
- Make sure no one has to feel lonely, isolated or excluded, especially those most in need
- Reduce divisions and create community cohesion
- Help people support each other, by sharing their time and talents
- Stimulate community activity to build thriving, active neighbourhoods

Our work is shaped by our core values:

- We believe that ‘community’ doesn’t just happen, and that communities must work hard to make sure no one is excluded
- We think connected people are happier, healthier people, and that people are happiest when they’re able to help others and receive help in return
- We believe passionately in inclusion in all forms
- We also know that place matters, and people need to feel genuinely involved in the place where they live

Our Work and Achievements in 2024-2025

Numbers for blocks:

Total number of contacts made with Time & Talents members this year: 6886

Total number of visitors to our website: 5232

This year, **we stayed true to our mission to create a stronger, more connected, and resilient community.**

We opened our doors to both familiar faces and new friends, bringing energy and warmth to every activity and event. At the heart of our work was a deep commitment to reaching those most isolated in our community, in one of the UK’s most unequal and deprived areas.

In May, our staff team joined an Away Day to collectively build a model of the whole organisation from the point of view of people served, approached, services, resources and impact. During the course of the day, we also looked at how the different Time & Talents services work together and developed some new rituals for collaborating as a team.

This report showcases the impact we made together in 2024-2025, aligned with our strategy and priorities, and powered by passion, purpose, and people.



1. Community Engagement

Numbers for blocks:

Total number of Community contacts this year: 465

Total number of Community events this year: 8

Total number of Community Committee meetings this year: 4

Total number of Community Groups accessing free spaces through Time & Talents: 8

One of the events that kicked off this year was having the Old Mortuary open for those running the London Marathon in April. Time & Talents had **12 energetic volunteers running the marathon and raising funds for the organisation**. A group of staff and volunteers stayed down on the course near the centre to cheer everyone along. We also sold a selection of cakes and drinks to spectators who were eager to learn more about the organisation, with some small donations made towards our work as well.

Over the course of the year, our Community Committee met quarterly, coming together to discuss how Time & Talents can continue to best serve the neighbourhood in which it sits. As a result of these regular meetings (**with around 20 members**), we ran some new Mindfulness Sessions and a standalone family Crafting / Mindfulness class. The organisation also offered new Body Weight Fitness sessions and Dance Taster sessions open to everyone in the community.

In response to a need highlighted by our Community Committee, this year, we introduced Personal and Professional Development for Women (**six sessions in May with four attendees**) through partnerships made with Hillsong. The popularity of this programme has led to British Land funding for another round of Women's Development sessions in 2025.

A highlight of our calendar every year, our annual Summer Party in July **saw hundreds of people from across the neighbourhood** joining us at The Old Mortuary for a day full of performances, entertainment, prizes, and fun for all ages. We also built further multi-generational links, partnering with London artist Maud Milton to bring the community together in making tiles for a permanent mosaic on the Old Mortuary. People brought items from home, such as buttons and lace, items they found mudlarking on 'Bermondsey Beach', and other bits and bobs to make impressions in clay. Maud glazed and fired the tiles, creating a beautiful tribute to the local area and people, which is seen by everyone who enters the centre.

Time & Talents continued its relationship with Bosco Centre's vocational college by **supporting young people through work placements**. These placements built local teens' childcare, health and social care, and office work skills.

In a bid to create a more sustainable community and given recent cost of living concerns, we launched a monthly Bicycle Repair Workshop in July. **Over eight sessions, a team of staff and volunteers fixed 90 bikes** and even made old bikes roadworthy again and gifted them to community members who need them. To further this sustainable initiative, in March, we started the **Rotherhithe Repair Cafe, which saw 25 attendees at its inaugural event**. Though a very new initiative, we've already fixed 17 household items, and our team of amazing volunteers have an almost 100% success rate of getting things working again.

Time & Talents has recently started a partnership with the [Alexandra Rose Charity](#) and [1st Place](#) where we share Rose Vouchers that allow families on low incomes in the neighbourhood to purchase low-cost fruits and vegetables. Already this year, we've had **47 local families collecting these vouchers from Time & Talents**.

In October, we held a community Halloween Party, which was well attended by both adults and kids. **The children particularly enjoyed decorating pumpkins** that had been painted by members of our Rotherhithe Shed and taking rides in our trishaws, thanks to the Cycling Without Age volunteers. All attendees were treated to tricks and treats with prizes for the most spooktacular costumes.

This winter, local partnerships ensured **we were better able to signpost residents to community organisations that specialise in addressing financial hardship**. Signposts and referrals supported attendees to access emergency energy grants, energy advice, pension credit and other benefit checks, IT support, low-cost/free food options, and to connect with groups at Time & Talents. We offered hot meals, ‘warm & well’ packs, and hosted advice sessions with Citizens Advice and Green Doctor. Having the space staffed and open provided an ideal chance for outreach. **There was a total of 139 beneficiaries of our Warm Space provision between November 2024 and March 2025.**

One new partnership that has gone from strength to strength this year is with Rotherhithe Community Kitchen. The group runs their weekly food bank out of our hall, and we offer them the space at no cost. Having started in December 2024, **the foodbank reaches upwards of 100 people every week, with 16 sessions delivered so far.**

We have continued our partnership with the Bęc toddler sing-a-long group this year, offering the volunteer-led group a free space to run **play sessions for children in Polish**. Excitingly, **we have also offered our space for free to a Bolivian dance group, Tinkus Puros** – a cultural dance group celebrating Bolivian heritage, and **a new Japanese baby group** that meets monthly for play and songs in Japanese.

Time & Talents is also proud to partner with Bloody Good Periods to distribute free period products to our service users. This year, we have ensured that **hundreds of people have had access to pads, tampons, and period pants at no cost.**

Building Improvements

In autumn, we were thrilled that **teams from British Land and Wates** banded together to help give our community kitchen a much-needed upgrade. They updated the cabinets, painted the space, and helped bring the historic building into the 21st century, **all without cost to the organisation**. Now, our community members, team and social groups have a functioning and modern kitchen to enjoy at The Old Mortuary.

2. Children and Families Programme

Numbers for blocks:

Total number of families benefiting from our Children & Families programme this year: 591

Total number of Children & Family sessions delivered: 152

Total number of Holiday Club sessions this year: 12

At Time & Talents, **we provide both free and low-cost groups, activities, and whole-family support in a welcoming, non-judgemental environment**. Our work is rooted in building meaningful relationships with parents and children, offering everything from a listening ear to expert referrals and signposting to specialist services.

Over the past year, we’ve seen firsthand how the continued rising cost of living crisis and changes to the benefits system have placed increasing pressure on local families. **Our whole-family approach enables us to form trusted connections with parents**, creating a safe space where they feel comfortable sharing the complexities of their home lives. Through these relationships, **our team is able to offer practical, tailored support that meets families where they are**, helping them navigate challenges with dignity and hope.

Our Children and Families programme opens the door to nature, nurtures children's physical and emotional wellbeing, and creates **meaningful opportunities for every child and their parents or carers to explore culture and connect with their community.**

Under-5s

Our Under-5s programme is a vital lifeline for families, offering nurturing support during the earliest and most important stages of childhood development. Over the past year, **children and their parents or carers joined us for a range of sessions, including Little Bugs Nature Club, Toddler Shake N Boogie, and Magical Storytime.**

We also ran the Changing Table for parents of new infants, with 44 new parents and their babies benefitting from the sessions.

Run by our in-house team, at **Little Bugs Nature Club**, **85 children have explored the wonders of the natural world through outdoor play that nurtures curiosity**, strengthens motor skills, and fosters meaningful social connections. In this calming, nature-rich environment, parents also find a supportive space to connect and recharge.

Our **sensory play sessions, AKA Messy Monsters, launched this year, with 80 families joining us over 19 classes**. Parents/carers and children enjoyed playing with kinetic sand, getting wet with water play, and having a fun, messy time with jelly and bubbles.

Now delivered by our volunteers Dawn and Ellie, Toddler Shake N Boogie brings joy and energy to early development through music, dance, singing, and free play. These dynamic sessions promote physical coordination, social interaction, and early language skills in a fun and engaging atmosphere and **we offered 32 free drop-in sessions this year**.

Run by our volunteer, Debbie, Magical Storytime sparks imagination and lays the foundation for lifelong literacy. Through captivating tales and interactive storytelling, **children have developed a love for reading and creative expression across 14 sessions this year**.

Through **The Changing Table**, we collaborate with trusted partner organisations to deliver free, nurturing sessions designed specifically for new parents. These intimate group gatherings offer a vital source of peer support for first-time parents who may be feeling vulnerable or overwhelmed, with 44 families joining this year. Alongside emotional connection, participants benefit from expert-led developmental opportunities including Baby Yoga, Baby Massage, New Parent Mental Health, Lactation and Feeding Support, and Daisy Paediatric First Aid. Parents have the opportunity to bond with others in the community, while sensory play engages our youngest members, creating a holistic environment where both parents and babies can thrive.

"I was a bit nervous before joining as I didn't know anyone else attending and didn't really know what to expect. However there was no need to worry, I had a lot of fun at sessions like baby yoga and baby massage, and it was really low-pressure and relaxed." - Member of The Changing Table

6-11s

Our offer for primary-aged children and their families is designed to nurture emotional resilience and social confidence through thoughtfully structured activities. **At the heart of our approach is a commitment to whole-family support**, recognising that children thrive best when their families are supported too. While our groups promote development, we also embrace flexibility, ensuring each family's unique needs and circumstances are respected. This family-centred model creates a safe, inclusive space where children can grow and families feel empowered.

During term-time, 122 children and their families engaged in Mischief Squad, Forest Club, Crafty Beasts. **We ran 52 sessions of term-time activities for 6-11 year olds**.

Mischief Squad offered 27 children a vibrant space to explore dance and drama through whole-body activities led by our specialist tutor, Yaa. These sessions are designed to build self-esteem, nurture identity, and instil a strong sense of self-worth in every participant. By offering these sessions for free, we ensure that all budding performers have access to the learning they need to thrive.

Case Study:

Joy and her family were new to the area this year. She was looking for after-school activities for her daughters, so she called Time & Talents for advice. As her children were very energetic and interested in dancing the team suggested that they attend our free dance sessions: Mischief Squad.

When we checked in with Joy a few months after they started the sessions, she shared that the sessions are the highlight of the week for her daughters. She shared that she was shocked that the classes are free. She was also thankful to have made some friendships with other local parents whose children attend the group. They have been a great source of information as her family has settled into the area. Joy enjoys sometimes going for a cup of tea with the other parents while the children are at the class.

Forest Club provides a safe, nature-based learning environment for at-risk children, where small group experiences help foster confidence and cultivate healthy, trusting relationships with supportive adults. This year, **we ran eight sessions in our stunning garden, with 15 families taking advantage of this outdoor programming .**

Crafty Beasts brings parents and children together through facilitated art sessions that encourage creativity while strengthening parenting skills and family bonds. **Over 16 sessions, 22 families joined us to get crafty.**

This year, **123 children attended our holiday club sessions.** We went on trips to see the theatre, made gingerbread houses together, and had dance and drama facilitators join us to share their skills. We also distributed hundreds of fresh food packs to families in conjunction with Southwark Council and the HAF network, including fresh fruit and meal kits.

“Thank you to you and the team at Time & Talents. My son had such a great time at Holiday Club. He won’t stop talking about it!” - Parent of T&T Holiday Club Attendee

In October, we took some of the children to a ‘Food Truck Rodeo’ for lunch, talking about different foods and trying new menus. We also partnered with a local museum for a film-making session about local history. The kids were excited to write, direct and star in their own films based on stories about what life was like in this neighbourhood in the 1800s.

At Christmas, over 100 children received gifts that were generously donated by Team London Bridge and Elba.

3. Older Adults Programme

Numbers for blocks

Total number of older people supported this year: 383

Total number of older people attendances: 3,685

Total number of sessions for older people: 494

Through **our Older Adults Programme, every week, we bring people together in warm, welcoming group settings** where friendships can grow and laughter is shared. For those who need a bit more personal support, **our Neighbourhood Care service offers one-to-one help at home.**

We know that many older adults are focused on staying active and independent, especially when managing long-term health conditions. That’s why **our programme is designed not just to support physical wellbeing, but to spark happiness too.** Even if we can’t change someone’s circumstances, we can create moments of joy, where worries take a back seat and people simply enjoy being together.

Social Groups and Activities

Time & Talents continues to offer **the only fully-escorted minibus service in Southwark, which has enabled 29 housebound older people to access social groups and activities** this year. For many of our service users who regularly use our minibus service, this can be the only time during the week that they get out of the house and socialise with other people, enjoying games, sing-alongs, crafts, and sharing food together.

Unfortunately, our older people's services were challenged this year as our minibus broke down and we were unable to source a replacement bus for several months. We were very grateful to both Bede House and Salmon Centre for allowing us to use their minibuses during this time. Ultimately, we leased a new bus with access support to our specifications, allowing us to once again provide fully-escorted assistance from a person's home to Time & Talents and back.

Throughout the year, **we ran 494 different social sessions for older people across our centres and further afield, with a total of 232 people attending.** These sessions included the following social groups, which all include an optional lunch offer plus plenty of tea, coffee, biscuits, and chats:

- **Happy Mondays: a social group for those aged 55+.** This year, we had 30 people join us regularly for games, crafts, music, and fun. Across 38 social sessions, we had 368 attendances, with an average of 12 attendances per member. The group also went on trips to Surrey Docks Farm, had visits from Ballers Academy and from Hapus, Bede House's Therapy Dog.
- **Ruby Tuesdays: a social group for those 55+ with memory loss.** Over 42 sessions this year, 15 people living with Dementia, Alzheimer's, and various memory loss conditions joined our specialist social group. With a total of 244 attendances, the members enjoyed reminiscing activities, music, games, and outings that included theatre shows.
- **Stroke Club: a social group for people with lived experience of stroke.** Across 34 sessions, we had 18 members join our social group that brings together those whose lives have been affected by stroke. With 205 attendances, the group enjoyed writing poetry, sharing stories, and being visited by a range of guest facilitators, including The Old Operating Theatre Museum and Yoga with Bella.
- **VIP Group: a social group for those aged 55+ who live with Visual Impairment.** Throughout the year, we ran eight VIP Group sessions for eight individuals with 66 attendances. The group enjoyed visiting Surrey Docks Farm, Southwark Park Bowls, Wheels for Wellbeing, and The Horniman Museum. They also had guests visit, including Citizens Advice and Ballers Academy. Unfortunately, due to funding constraints, we ran our final session for this group in March 2025.
- **Friday Social: an active social group for those 55+ who aren't old.** With 37 members, we ran 31 sessions of Friday Social this year. The group enjoyed a visit to Southwark Park Bowls and visits from Canada Water Library, guest singers, and Dance sessions with Yaa. They also had a number of guest speakers come to visit from organisations such as Green Doctor (Energy Advice) and Citizens Advice.

Friday Social Case Study

Kevin, aged 77, has been a long-standing member of Friday Social. When he started attending physiotherapy on Fridays, Kevin missed that regular social connection. Staff at T&T encouraged Kevin to attend our Ruby Tuesdays group, saying they needed help with a music session, as they knew he had been teaching himself ukulele in his spare time.

He came along to his first session and tried out a few songs. The group came alive listening to and joining in with the music, some participants who find it hard to chat due to their dementia were suddenly singing along and becoming active participants.

Kevin has continued to attend Ruby Tuesdays to play with the group, especially around Christmas time. Kevin now has a renewed sense of empowerment, a space to share his skills, and a whole new group of social connections at Time & Talents.

We also ran the following groups over the year:

- **Men's Walking Group: a group for men aged 55+ to connect and converse while exploring the sites of Southwark and beyond on foot.** 20 keen walkers joined us for 45 different walks that encompassed everything from tracing historical landmarks of Rotherhithe to visits to The Tower of London. In total, there were 364 attendances by members over the course of the year.
- **Men's Pub Club: an easy-going meet-up for men down the local.** This well-attended group of 20 members met 44 times this year to enjoy dominoes, cards, quizzes, and catch-ups at local pubs around the neighbourhood.
- **Thursday Walking Club: a social group for everyone aged 55+.** We had 14 avid walkers join us for 44 sessions this year, exploring the back streets of Rotherhithe, Bermondsey, and Surrey Quays. There were 147 attendances in total, meaning the members are definitely getting their steps in!
- **The Rotherhithe Shed: a group for those aged 55+ to put their practical skills to good use.** 37 members with keen fixing, making, drilling, and tinkering skills joined us for 34 sessions run in conjunction with London Bubble Theatre Company. With 407 attendances, they brought life back to broken furniture, built bird houses from scratch, and even crafted a new wooden sign for our front gate. The group also put on a Community Session at South Dock Marina Family Day and have collaborated with Breaks & Joins. As funding for our Rotherhithe Shed reduced, the group moved from twice weekly to once per week sessions. This brings the Shed in line with our other older adult activities, which all run once per week at most.
- **Carers' Club: a group for those caring for people with memory loss.** This specialised group that meets fortnightly ran 16 sessions this year with 13 regular members. The group allows members to share advice and information and to extend a friendly hand to those caring for someone with dementia. Speakers from organisations such as Carers UK, Dementia Admiral Nurse team, Alzheimer's Society, SLAM, and Citizens Advice also visited the group to share useful information and to help with signposting to relevant resources.
- **Rainbow Arts: a fun and friendly art group for those aged 60+.** This year, 16 creative members joined 50 sessions in T&T2. The group spent time learning, practising, and bringing to life in their own style a variety of drawing and painting techniques. With 407 attendances in total, Rainbow Arts also visited Dulwich Picture Gallery and The Docklands Museum for inspiration and to further their artistic skills.
- **Strength & Balance: chair-based exercise for those aged 55+.** 34 members have joined us at T&T2 for 72 different dynamic sessions, working on building their strength and balance. With sessions running twice a week and aiming to help prevent falls, there were 362 attendances in total.

Neighbourhood Care

Another vital stream of work under our Older People Programme is the Neighbourhood Care scheme. Staffed by two Time & Talents team members, **the project offered practical, one-to-one support to 207 people aged 55+ this year.** 61 of these visits were made to people in their own homes, with 52 assessments taking place overall. The team received 82 referrals and assisted with everything from issues with housing, to disability and accessibility issues, to physical and mental health challenges, and financial matters.

Neighbourhood Care Case Study

Time & Talents received a referral from a local housing association asking for support for one of their residents, Sylvie (aged 70) to access help to purchase a recliner chair. When our Neighbourhood Care worker made a home visit, Sylvie explained she had multiple health issues, including back pain, and had been unable to get up from her chair safely for some time.

Sylvie had asked us to refer her to Occupational Therapy for a suitable recliner chair, however when we spoke to them, we realised that they were unable to help with a chair to fit her needs as they only work with certain suppliers. We researched alternatives and were able to support Sylvie with a referral to Surrey Dispensary, who support local residents with health issues to access small grants.

4. Multigenerational Programme

Numbers for blocks

Total number of sessions of adults of all ages: 222

Total number of attendances at sessions: 1776

Total number of people attending sessions: 465

At Time & Talents, **we actively bring people of all ages and backgrounds together across all our programmes**, because we believe that a thriving community is built on shared experiences and mutual understanding.

Tai Chi continued to be hugely popular, with both the beginner and non-beginner classes on Mondays seeing an increase in attendance. Over the year, our instructor Emma ran 84 sessions, welcoming 125 people aged 19-70+.

Our Wednesday night **Yoga sessions** with Bella have also seen a rise in attendance, with 39 service users bending, stretching, and increasing mobility over 38 sessions. This year, we also launched a **Chair Yoga session** for all on Monday afternoons. The new class has proven to be wildly popular, with 9 unique service users, including those in wheelchairs and those with lived experience of stroke, joining 18 classes over the course of the year.

Pull Quote:

“Yoga classes at T&T have been helping me to stay calm and at peace with myself after work. Keeping this weekly routine is definitely something I want to maintain.” - T&T Yoga Attendee

Every week a keen group of **Bridge** players meet to play at the Old Mortuary. The group has 11 regular attendees and is very grateful to receive the space for free. For those wanting to **learn to play Bridge**, the Monday session at T&T2 has seen a number of community members learning the ins and outs of the game.

Led by a volunteer, our **Sewing pilot** ran for 10 sessions and saw five members joining regularly to learn how to use a sewing machine and hand sewing skills for both mending and decorating.

Our accessible dance pilot, **No Limits Dance** ran seven sessions this year. While the uptake wasn't as high as we'd hoped, with three regular dancers, those who did take the classes shared how much they enjoyed the sessions, especially the diverse range of dance styles.

Ever popular, **Beginners' Tennis** took place over 11 sessions at Decathlon. 17 keen tennis players joined Coach Jay at Decathlon over the warmer months to learn how to serve, score, and the cadence of the game.

Tennis case study

Amira (42) found out about Beginners' Tennis at Time & Talents through a friend. She had never been interested in the sport before, but wanted to find a low-cost activity that helped her to move her body and make some new connections in the community. The more she learned about the game, the more she started to enjoy herself. She found establishing tactics particularly fun and shared that the sessions not only keep her body feeling healthy, but her mind, too.

5. Volunteering Programme

Numbers for blocks:

Total number of volunteers: 254

Total number of volunteer hours: 4126

For over 130 years, volunteers have been at the very heart of everything that we do here at Time & Talents. Bringing their unique skills, experience, and talents to the table, our team of volunteers help us to create a community where everyone feels welcomed, valued, and respected.

Befriending Volunteers

This year, our Befriending Project had 45 matches, bringing together people of different generations for regular catch-ups and activities. A project running since 1966, over the course of the year, our befriending volunteers have given a whopping 1800 hours of their time to visit older people, who might not have any other regular contact. 13 new older people were matched with volunteers who have similar interests and who live locally, and we're thrilled to share that we've seen some wonderful friendships blossom.

"I've enjoyed spending time with someone different from me, hearing her stories, and keeping her company. In particular, I love seeing her light up over the course of our hour together, going from tired and groggy to animated and chatty, with always another thing to add or a thought to share." - T&T Volunteer Befriender

Cycling Without Age

Through our Cycling Without Age project, volunteers are matched with local older people and take them for rides in our trishaws. As the matches take in the sights and streets of Rotherhithe and Bermondsey, they enjoy casual chats and reminiscing about how the area was as they remember it from their younger years.

This year, **seven matches have enjoyed the service, with two new matches and a total of 12 volunteers trained to safely drive the trishaws.** In total, our Cycling Without Age volunteers have given 210 hours towards the project. Alongside meeting with their matches, these volunteers have given rides to children at our Summer Party, our Halloween Party and our Christmas Party. Some of them also dropped in to offer rides to our Happy Mondays social group in the summertime, while others popped up at Bermondsey Carnival to offer rides to the community.

Our Cycling Without Age facilitator also trained eight Volunteers from Bede House so that they can support their service users to access Southwark Park once a week during the warmer months.

Group Volunteers

Time & Talents is extremely lucky to have a core group of regular volunteers who come into the centre every week. These volunteers have a wide-arching set of skills and assist with everything from helping to prepare sandwiches and drinks for our social groups, to assisting with keeping the grounds maintained and the building in excellent condition.

This year, **these five amazing volunteers have contributed 917 hours of voluntary support.** To Val, Toyin, Mick, Ita, and Brenda, we'd like to say a HUGE thank you for your support. We simply couldn't deliver our services without you.

Admin Volunteers

With everything going on at Time & Talents, having volunteers with a keen eye for detail and sharp tech skills means that we can keep our database updated regularly. This year, **our two admin volunteers, Anri and Lorna, have spent 122 hours helping** with essential administrative tasks to help the organisation function smoothly, and we're exceedingly grateful to them both.

Volunteering Case Study:

Heather started volunteering with Time & Talents in April 2024 as she wanted to build experience and keep busy whilst looking for work. She supported the charity on a weekly basis, working on administration once a week to help us keep our database up-to-date and ensuring correct information was recorded in a timely manner.

In January, they also started volunteering on our Rose Vouchers project in conjunction with 1st Place. They trained to learn how to assess and register service users and they run a weekly drop-in session for families to collect their low-cost fruit and vegetable vouchers.

Project Volunteers

Five incredibly talented fixers have volunteered 180 hours, offering their skills to assist at our monthly Bike Repair Workshop. We've also had seven new volunteers come onboard to help at our new monthly Repair Cafe, with 28 hours of volunteering between them.

Anyone who has visited our little oasis at The Old Mortuary will know just how stunning our gardens are. We're eternally grateful to the group of **25 garden volunteers** who, in both rain and shine, have come out to spend 543 hours weeding, planting, raking, and watering the garden.

We have also had **three volunteers delivering children's sessions this year from T&T2, offering 90 hours of support to Time & Talents**. And a pair of keen Bridge volunteers sharing their skills across two sessions every week.

Corporate Volunteers

Time & Talents has continued and grown its corporate volunteering initiatives throughout the year. **We've welcomed 163 corporate volunteers** who have supported our Older Adult social groups, helped to run our annual events, and given their time to wrap Christmas presents for our community. These corporate volunteers have given the organisation more than 326 hours of support this year.

Board of Trustees

Over the course of the year, we continued to strengthen our Board of Trustees, who together bring a broad range of skillsets from the voluntary and commercial sectors. The majority of trustees are also local residents. The Board meets quarterly, and an annual strategy day allows for a constructive review of our work and ensures a renewed consideration of our priorities.

Staffing

Our review of organisation strategy and performance continued. There was a decrease from 21 to 17 to the overall headcount and a reduction in FTE of 1.87 to end the financial year at 10.3 FTE.

Financial Review

Income

In the year to 31 March 2025, Time & Talents received income of £616,464 (2024: £783,263), a decrease of £166,799.

Expenditure

The annual expenditure (including non-cash cost of depreciation) was £665,046 (2024: £745,456). Staff costs at £434,184 (2024: £492,134) make up 65% of all expenditure and saw a 12% decrease versus 2024. Other costs increased, reflecting one-off items and inflationary pressures.

Net surplus/deficit

The deficit of £48,582 (2024 surplus: £37,667) is stated after the non-cash charge of depreciation on the historic building works and other assets of £26,329 (2024: £25,599), with a resultant cash deficit of £71,016 (2024: £15,509).

INVESTMENT POLICY AND PERFORMANCE

The majority of the Charity's liquid assets are kept in bank accounts and cash deposits, to ensure they would be available to cover operating needs or emergencies. The charity may invest amounts that are not immediately required for the objectives in such investments as may be thought fit by the Board of Trustees subject to such conditions and such consents as may be imposed or required by law.

RESERVES POLICY

Each year, the Board of Trustees reviews the Reserves Policy. In 2024/25 there was no change to the policy of holding a minimum of three months' operating costs in unrestricted reserves, which would cover any liabilities in the event of winding up. The Association's level of unrestricted funds at year-end 2025, totalling £93,615, represents 3.02 months unrestricted reserves.

The Association also holds restricted funds which are those with specific restrictions imposed by the donors and include both those received for specific projects of the Charity and funds raised for the Old Mortuary Renovation capital project. Restricted funds totalled £214,280 (2024: £265,585), at the year end and do not form a part of the Association's free reserves.

Structure, Governance and Management

a. CONSTITUTION

Time & Talents is a charitable company limited by guarantee, incorporated on 7 June 2000 and registered as a charity on 15 January 2001.

b. TIME & TALENTS BOARD OF TRUSTEES

The Trustees of the charity are known as Directors of the company, as Time & Talents is registered as a limited company and a charity. Trustees are appointed for a three-year term renewable up to nine years. New Trustees are recruited to the Board through soliciting expressions of interest through Time & Talents' supporter network, advertising on the website and through other media. Subject to having the necessary skills and experience, they can be elected to the Board by the Directors. Trustees go through a process of induction and are offered development opportunities. The Board meets four times a year as a whole group and there is an annual strategy session. There are also appropriate task and finish subcommittees when specific projects require the input of the directors. All trustees give their time voluntarily and receive no benefits from the charity.

c. ORGANISATIONAL STRUCTURE AND DECISION MAKING

The Board oversees the work of the CEO, staff and volunteers, delegating operational running of the organisation to the CEO who provides regular reports to them on progress against agreed targets to ensure the work is carried out according to the strategic plan.

d. RISK MANAGEMENT

Our Risk policy is designed to support the charity's mission and objectives. Trustees believe it is appropriate to take risks with our charity's resources in line with our strategy. We will not take any risks relating to our duty to protect our service users or volunteers.

Time & Talents is vulnerable to risk regarding its governance and oversight, regulatory compliance, finances and operations. Time & Talents is also vulnerable to risk relating to actions or behaviours of staff, volunteers and other stakeholders.

Full vetting procedures are followed for all staff and volunteers, with regular training to mitigate any Safeguarding risks.

Equally we seek to ensure that our financial and operational procedures are effective in guarding against fraud or corruption, establishing safe and appropriate working practices, preventing the misuse of private information, securing our data, and ensuring that legitimate concerns can be raised.

To this end, Time & Talents has a set of policies and procedures which include Safeguarding of Children and Vulnerable Adults, Code of Conduct, Privacy, Financial Management & Accounting, Health & Safety including lone working, Whistleblowing, Volunteering, and an employee handbook clearly laying out expectations around confidentiality, conflicts of interest, social media and other expected professional behaviours.

Strategic risks are identified and managed by senior staff and recorded in the Risk Register. The Risk Register is discussed by the Board together with mitigation actions on a quarterly basis. There is also a regular report and review of Safeguarding issues at each meeting of Trustees.

The Head of Operations is responsible for the maintenance and accuracy of the Risk Register. The Board is responsible for oversight and review of strategic risks to the organisation. The CEO has overall responsibility for implementing and monitoring this policy, which will be reviewed on a regular basis following its implementation and may be changed from time to time.

Public Benefit Statement

The objects of the charity and the activities described above ensure that Time & Talents delivers public benefit by focusing on the needs of local individuals, communities and small organisations, in particular those in need, to provide services at low or no cost in line with the duty in Section 17 of the Charities Act 2011.

Trustees' Responsibilities Statement

The Trustees (who are also directors of Time & Talents Association for the purposes of company law) 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. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing 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 (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and 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.

DISCLOSURE OF INFORMATION TO AUDITORS

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charitable company's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any information needed by the charitable company's auditors in connection with preparing the report and to establish that the charitable company's auditors are aware of that information.

This report was approved by the Trustees and signed on their behalf by:

Angela Woodley

.....

Angela Woodley, Chair

Trustee

27 January 2026

Shaun Perkins

.....

Shaun Perkins, Treasurer

Trustee

27 January 2026

FUNDERS

- Albion Street Community Charity
- Amicable Society
- The Barleycorn Trust
- Bermondsey Square Community Fund
- British Land
- City Bridge Foundation
- Dan Maskell Tennis Trust
- DS Smith
- Eric F. Sparkes Charitable Trust
- Field Family Charitable Trust
- Garfield Weston
- The French Huguenot Church of London Charitable Trust
- The Henry Smith Foundation
- Inman Charity
- The Worshipful Company of Innholders
- Leonard Chadwick Charitable Trust
- The Lewin Trust
- London Borough of Southwark
- The Masonic Charitable Foundation
- The Mercers' Company
- Merchant Taylors' Foundation
- National Lottery
- Newcomen Collett Foundation
- Nineveh Trust
- Rotherhithe Consolidated Charity
- Saint Olave's Foundation
- SGN Foundation
- Southwark Charities
- Sport England
- Wyseliot Rose Charitable Trust

CT:

INDEPENDENT EXAMINER'S REPORT TO THE COUNCIL MEMBERS OF
TIME AND TALENTS ASSOCIATION
YEAR ENDED 31 MARCH 2025

I report on the accounts of Time and Talents Association for the year ended 31 March 2025, which are set out on pages 21 to 40.

Responsibilities and basis of report

As the charity's trustees (and also its directors for the purposes of company law), you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

Having satisfied myself that the accounts of the charitable company are not required to be audited under Part 16 of the 2006 Act and are eligible for the independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ("the 2011 Act"). In carrying out my examination I have followed the Directors given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants of Scotland, which is one of the listed bodies.

I have completed my examination. I confirm that no material 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 Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord to those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for *accounting and reporting by charities* applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102)

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.

Steven Smillie

Steven Smillie CA
CT
Chartered Accountants and Independent Examiners
61 Dublin Street
Edinburgh
EH3 6NL

28 January 2026

Time and Talents Association

STATEMENT OF FINANCIAL ACTIVITIES (Including the Income and Expenditure Account) FOR THE YEAR ENDED 31 MARCH 2025

		Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	<i>RESTATED</i> Total funds 2024 £
	Notes				
INCOME FROM:					
Donations and fundraising	2	70,071	-	70,071	75,513
Charitable activities	3	205,764	340,629	546,393	706,186
Investments	4	-	-	-	1,564
TOTAL INCOME		275,835	340,629	616,464	783,263
EXPENDITURE ON:					
Raising funds		44,685	-	44,685	31,428
Charitable activities:		228,427	391,934	620,361	714,028
TOTAL EXPENDITURE	5	273,112	391,934	665,046	745,456
Net gains/(losses) on investments		-	-	-	(140)
Net income/expenditure		2,723	(51,305)	(48,582)	37,667
Transfer between funds		-	-	-	-
NET MOVEMENT IN FUNDS		2,723	(51,305)	(48,582)	37,667
RECONCILIATION OF FUNDS:					
Total funds brought forward		85,026	265,585	350,611	312,944
TOTAL FUNDS CARRIED FORWARD		87,749	214,280	302,029	350,611

All income and expenditure derive from continuing activities.

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

The notes on pages 24 to 40 form part of these financial statements.

Time and Talents Association

BALANCE SHEET AS AT 31 MARCH 2025

Company number: 04009766

		2025	2024
	Notes	£	£
FIXED ASSETS			
Tangible assets	9	104,763	123,776
		<u>104,763</u>	<u>123,776</u>
CURRENT ASSETS			
Debtors	10	84,956	56,329
Cash at bank and in hand		140,213	211,229
		<u>225,169</u>	<u>267,558</u>
CREDITORS: amounts falling due within one year	11	(27,911)	(40,303)
		<u>197,258</u>	<u>227,255</u>
NET CURRENT ASSETS			
Defined benefit pension scheme	12	8	(420)
NET ASSETS		<u>302,029</u>	<u>350,611</u>
CHARITY FUNDS			
Restricted funds	14	214,280	265,585
Unrestricted funds	13	87,749	85,026
TOTAL FUNDS		<u>302,029</u>	<u>350,611</u>

For the financial year ended 31 March 2025, the company was entitled to exemption from audit under the Companies Act 2006, s. 477 and the members have not required the company to obtain an audit of its financial statements for the year in question in accordance with s. 476. The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The financial statements were approved and authorised for issue by the Trustees on 27 January 2026 and signed on their behalf by:

Angela Woodley

Shaun Perkins

Angela Woodley, Chair
Trustee

Shaun Perkins, Treasurer
Trustee

The notes on pages 24 to 40 form part of these financial statements.

Time and Talents Association

STATEMENT OF CASHFLOW FOR THE YEAR ENDED 31 MARCH 2025

	Note	2025 £	2024 £
Cash flows from operating activities			
Net cash used in operating activities	20	(63,700)	(18,446)
		<hr/>	<hr/>
		(63,700)	(18,446)
Cash flows from investing activities:			
Dividends, interest and rents from investments		-	1,564
Purchase of tangible fixed assets		(7,316)	(1,591)
Proceeds on sale of investments		-	2,964
		<hr/>	<hr/>
Net cash provided by investing activities		(7,316)	2,937
		<hr/>	<hr/>
Change in cash and cash equivalents in the year		(71,016)	(15,509)
Cash and cash equivalents brought forward		211,229	226,738
		<hr/>	<hr/>
Cash and cash equivalents carried forward	21	140,213	211,229
		<hr/>	<hr/>

The notes on pages 24 to 40 form part of these financial statements.

Time and Talents Association

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

1. ACCOUNTING POLICIES

(a) General information and basis of preparation

Time & Talents Association is a company limited by guarantee in the United Kingdom. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company. The address of the registered office is given in the reference and administrative details on page 1 of these financial statements. The nature of the charity's operations and principal activities are set out on page 2.

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

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 (FRS 102) issued on 16 July 2015 (as updated through Update Bulletin published on 2 February 2017), the Financial Reporting Standard applicable in the United Kingdom (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2017.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

(b) Going Concern

The Trustees have considered the organisation's performance, they have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements and believe that no material uncertainties exist. The financial statements have therefore been prepared on a going concern basis.

(c) Funds

Unrestricted funds - represent funds which can be used in accordance with the charitable objects at the discretion of the Trustees.

Designated funds – these are funds set aside by the Trustees out of unrestricted general funds for specific purposes or projects.

Restricted funds - represent funds which are to be used in accordance with specific restrictions imposed by donors or when the funds are raised by the charity for particular purposes.

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

Time and Talents Association

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

1. ACCOUNTING POLICIES (continued)

(d) Income

All income is included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably, and it is probable that the income will be received.

Donations and fundraising income are recognised in the financial statements when the Association is convinced that there is entitlement to the income, there is certainty of receipt and the amount in question is measurable.

Income from charitable activities includes income from grants and donations. Grant income is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.

Investment income, which includes interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the Bank.

Donated services or facilities are recognised when the company has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the company of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised. Refer to the Trustees' report for more information about the support provided by general volunteers to the Association.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the company which is the amount the company would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

(e) Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required 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 company and include project management carried out at Headquarters. Governance costs are those incurred in connection with administration of the company and compliance with constitutional and statutory requirements.

Time and Talents Association

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

1. ACCOUNTING POLICIES (continued)

(e) Expenditure (continued)

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

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

All expenditure is inclusive of irrecoverable VAT.

(f) Tangible fixed assets

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Long Term Leasehold Property	20 years straight line
Motor Vehicles	20% reducing balance
Fixtures, Fittings and Equipment	20% - 33% reducing balance
Computer Equipment	20% - 33% reducing balance
Garden Office	20 years straight line

All assets costing more than £500 are capitalised.

(g) Investments

Fixed Asset Investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance Sheet date, unless fair value cannot be measured reliably in which case it is measured at cost less impairment.

Investment gains and losses, whether realised or unrealised, are combined and shown in the heading 'Gains/(losses) on investments' in the Statement of financial activities incorporating income and expenditure account.

(h) Debtors

Trade debtors are recognised at the settlement amount after any trade discount offered. Other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid. Accrued income is measured at the amount due to be received.

(i) Cash at bank and in hand

Cash at bank and cash 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.

Time and Talents Association

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

1. ACCOUNTING POLICIES (continued)

(j) Creditors and provisions

Creditors are recognised where the Trust has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

Other creditors and accruals are recognised at their settlement amount due.

Provisions are recognised when the charity has an obligation at the balance sheet date as a result of a past event, it is probable that an outflow of economic benefits will be required in settlement and the amount can be reliably estimated.

(k) Financial Instruments

The association 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.

(l) Operating Leases

Rentals under operating leases are charged to the Statement of financial activities incorporating income and expenditure account on a straight-line basis over the lease term.

(m) Taxation

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

(n) Employee benefits

The charity operates a defined contribution pension scheme for its employees. A defined contribution plan is a pension plan under which the charity pays fixed contributions into a separate entity. Once the contributions have been paid the charity has no further payment obligations. The contributions are recognised as an expense when they are due. Amounts not paid are shown in the accruals in the balance sheets. The assets of the plan are held separately from the charity in an independently administered fund.

Previously the pension provision was made through multiemployer defined benefit pension plans. Where it is not possible for the charity to obtain sufficient information to enable it to account for a plan as a defined benefit plan, it accounts for the plan as a defined contribution plan. Where the plan is in deficit and where the charity has agreed, with the plan, to participate in a deficit funding arrangement, the charity recognises a liability for this obligation. The amount recognised is the net present value of the contributions payable under the agreement that relate to the deficit. This amount is expensed in the Statement of Financial Activities. The unwinding of the discount is recognised as a finance cost. A liability for the agreed pension scheme deficit plan of the TPT Retirement Solution Scheme has been included based on an estimate of the remaining costs to complete the wind up of the scheme, in accordance with the Schedule of Contributions dated 31 March 2024.

Time and Talents Association

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

1. ACCOUNTING POLICIES (continued)

(o) Critical Accounting Estimates and Areas of Judgement

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

a) Judgements in applying the entity's accounting policies:

(i) Multi-employer defined benefit pension schemes

The charity participates in a multi-employer defined benefit pension scheme with other organisations. In the judgement of the trustees, the charity does not have sufficient information on the plan assets and liabilities to be able to reliably account for its share of the defined benefit obligation and plan assets. Therefore, the schemes are accounted for as defined contribution schemes.

b) Judgements in applying the entity's accounting policies:

(i) Multi-employer defined benefit pension schemes

The charity has an obligation to pay a deficit funding arrangement in respect of a multi-employer defined benefit pension scheme. The present value of the obligation depends on a number of factors including the RPI rate and the discount rate on corporate bonds. Management have used the present value provided by the Scheme administrators in determining the new pension obligation in the balance sheet.

(ii) Useful economic lives and residual values of tangible assets

The annual depreciation charge of tangible assets is sensitive to changes in the estimated useful economic lives and the residual value of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on economic utilisation, physical condition and future investments of assets.

Time and Talents Association

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

2. INCOME FROM DONATIONS AND LEGACIES

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Donations and fundraising income	70,071	-	70,071	75,513
	<u>70,071</u>	<u>-</u>	<u>70,071</u>	<u>75,513</u>
Total 2024	<u>75,513</u>	<u>-</u>	<u>75,513</u>	

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	<i>RESTATED</i> Total funds 2024 £
Core Management and Premises	154,238	20,879	175,117	186,024
Hire	32,764	-	32,764	31,422
Older people services	12,500	192,520	205,020	279,803
Children and family services	-	58,507	58,507	117,083
Outdoor Activities	-	1,000	1,000	27,917
Adult Groups	6,262	20,380	26,642	14,274
Befriending	-	47,343	47,343	49,663
	<u>205,764</u>	<u>340,629</u>	<u>546,393</u>	<u>706,186</u>
Total 2024	<u>187,062</u>	<u>519,124</u>	<u>706,186</u>	

Time and Talents Association

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

4. INVESTMENT INCOME

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Investment income	-	-	-	71
Bank interest	-	-	-	1,493
	-	-	-	1,564
Total 2024	1,564	-	1,564	

5. TOTAL RESOURCES EXPENDED

	Staff costs £	Direct costs £	Allocation of Governance costs £	Allocation of Support costs £	2025 Total £
Raising Funds	-	44,685	-	-	44,685
Older People	183,603	31,126	1,739	230,556	447,024
Children & Family	35,541	16,944	337	44,630	97,452
Outdoor Activities	4,457	2,555	42	5,597	12,651
Adult Groups	4,838	9,147	46	6,075	20,106
Befriending	18,563	1,079	176	23,310	43,128
Governance Costs	-	2,340	(2,340)	-	-
Support Costs	187,182	122,986	-	(310,168)	-
Total	434,184	230,862	-	-	665,046

Time and Talents Association

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

5. TOTAL RESOURCES EXPENDED (continued)

Prior year	Staff costs	Direct costs	Allocation of Governance costs	Allocation of Support costs	2024 Total
	£	£	£	£	£
Raising Funds	-	31,428	-	-	31,428
Older People	154,686	23,465	3,875	145,903	327,929
Children & Family	87,480	14,401	2,191	82,512	186,584
Outdoor Activities	35,151	11,633	881	33,155	80,820
Adult Groups	11,699	2,903	293	11,034	25,929
Befriending	42,299	9,510	1,060	39,897	92,766
Governance Costs	-	8,300	(8,300)	-	-
Support Costs	160,819	151,682	-	(312,501)	-
Total	492,134	253,322	-	-	745,456

	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £
Raising funds	31,428	-	31,428
Charitable activities	320,801	393,227	714,028
	352,229	393,227	745,456

6. NET INCOME/(EXPENDITURE)

This is stated after charging:

	2025 £	2024 £
Depreciation of tangible fixed assets:	26,329	25,599
Auditors' remuneration (VAT inclusive)	-	8,400
Independent examiners fees (VAT inclusive)	2,340	-

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

7. AUDITORS’ REMUNERATION

	2025 £	2024 £
Independent examiners remuneration (VAT inclusive)	2,340	8,400
	<u>2,340</u>	<u>8,400</u>

8. ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES AND THE COST OF KEY MANAGEMENT PERSONNEL

Staff costs were as follows:

	2025 £	2024 £
Salaries	388,700	443,741
Employers NI	26,211	22,630
Pension costs	19,273	24,446
Temporary staff costs	-	1,317
	<u>434,184</u>	<u>492,134</u>

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

2025 No.	2024 No.
<u>10</u>	<u>14</u>

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

During 2025, no Trustees were paid or received any other benefits from employment with the charitable company (2024: £nil). During 2025, no Trustees were reimbursed for expenses during the year (2024: £40).

The key management of the charitable company comprise the Trustees, and the Director. The Trustees do not receive any remuneration for this role. The total employee benefits of the key management personnel of the charitable company were £201,696 (2024: £136,456).

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

9. TANGIBLE FIXED ASSETS

	L/Term Leasehold Property £	Leasehold Improve- ments £	Motor Vehicles £	Fixtures and fittings £	Computer equipment £	Total £
Cost						
At 1 April 2024	455,594	47,054	32,713	17,360	9,240	561,961
Additions	-	-	-	-	7,316	7,316
Disposals	-	-	(32,713)	-	-	(32,713)
At 31 March 2025	455,594	47,054	-	17,360	16,556	536,564
Depreciation						
At 1 April 2024	373,894	7,383	32,713	17,360	6,835	438,185
Charge for the year	22,780	2,353	-	-	1,196	26,329
Disposals	-	-	(32,713)	-	-	(32,713)
At 31 March 2025	396,674	9,736	-	17,360	8,031	431,801
Net book value						
At 31 March 2025	58,920	37,318	-	-	8,525	104,763
At 31 March 2024	81,700	39,671	-	-	2,405	123,776

Time and Talents Association

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

10. DEBTORS

	2025	2024
	£	£
Trade debtors	28,129	8,849
Other debtors	13,226	8,167
Prepayments and accrued income	43,601	39,313
	<u>84,956</u>	<u>56,329</u>

11. CREDITORS: Amounts falling due within one year

	2025	RESTATED 2024
	£	£
Trade creditors	4,752	15,298
Other taxation and social security	5,081	7,377
Other creditors	2,383	2,687
Accruals and deferred income	15,695	14,941
	<u>27,911</u>	<u>40,303</u>
Deferred income		
Deferred income at 1 April 2024	860	
Resources deferred during the year	365	
Amounts released from previous years	(860)	
	<u>365</u>	
Deferred income at 31 March 2025	<u>365</u>	

Deferred income relates to income received during the year for activities taking place in 2025/2026.

Time and Talents Association

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

12. PROVISION FOR LIABILITIES

	2025	RESTATED 2024
	£	£
Defined Benefit pension scheme liability	(8)	420
The movement in the liability during the year was as follows:		
	2025	2024
	£	£
Balance at 1 April	420	899
Unwinding of the discount factor (interest expenses)	35	35
Deficit contribution	(463)	(514)
	(8)	420

The Charity participates in the scheme, a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the Charity to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore, it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore, the Charity is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit Contributions

From 1 April 2022 to 31 January 2025: 3,312,000 per annum (payable monthly)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

Time and Talents Association

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

12. PROVISION FOR LIABILITIES - continued

Deficit Contributions

From 1 April 2019 to 30 September 2025: £11,243,000 per annum (payable monthly and increasing by 3% each on 1st April)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

	2024 % per annum	2023 % per annum	2022 % per annum
Assumptions			
Rate of discount	5.31	5.52	2.35

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

13. STATEMENT OF FUNDS

	RESTATED Balance at 1 April 2024 £	Income £	Expenditure £	Gains/ (losses) £	Balance at 31 March 2025 £
Unrestricted funds					
General funds	85,026	275,835	(273,112)	-	87,749
Restricted funds (summary)					
Restricted funds for charitable activities (note 14)	265,585	340,629	(391,934)	-	214,280
	350,611	616,464	(665,046)	-	302,029

Time and Talents Association

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

13A STATEMENT OF FUNDS – PRIOR YEAR

	Balance at 1 April 2023 £	Income £	Expenditure £	Gains/ (losses) £	<i>RESTATED</i> Balance at 31 March 2024 £
Unrestricted funds					
General funds	98,419	264,139	(352,229)	74,697	85,026
Restricted funds (summary)					
Restricted funds for charitable activities (note 14A)	214,525	519,124	(393,227)	(74,837)	265,585
	312,944	783,263	(745,456)	(140)	350,611

14. RESTRICTED FUNDS BREAKDOWN

	<i>RESTATED</i> Balance at 1 April 2024 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2025 £
Core	30,384	20,879	-	-	51,263
Older people services	182,774	192,520	(289,371)	-	85,923
Children & Families	37,090	58,507	(66,934)	-	28,663
Outdoor Activities	-	1,000	(1,000)	-	-
Adult Groups	-	20,380	(7,440)	-	12,940
Befriending	15,337	47,343	(27,189)	-	35,491
	265,585	340,629	(391,934)	-	214,280

Older people services

This relates to funds raised for targeted services and activities for isolated and vulnerable older people.

Children and Family services

This relates to funds raised for programmes of free activities for children and whole family support.

Outdoor Activities

This relates to funds raised for volunteer befriending through sport and activity for all age adults.

Adult Groups

This relates to funds raised for a community offer of creative, learning and wellbeing classes.

Befriending

This relates to funds raised for volunteer befriending service for frail or vulnerable older people.

Time and Talents Association

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

14A RESTRICTED FUNDS BREAKDOWN – PRIOR YEAR

	Balance at 1 April 2023	Income	Expenditure	<i>RESTATED</i> Balance at 31 March 2024
	£	£	£	£
Old Mortuary Renovation	104,480	-	(104,480)	-
Core	-	30,384	-	30,384
Older people services	81,121	279,804	(178,151)	182,774
Children and family services	21,888	117,083	(101,881)	37,090
Outdoor Activities	-	27,917	(27,917)	-
Adult Groups	-	14,274	(14,274)	-
Befriending	7,036	49,662	(41,361)	15,337
Balance carried forward	214,525	519,124	(468,064)	265,585

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS – CURRENT YEAR

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £
Tangible fixed assets	104,763	-	104,763
Current assets	96,812	128,357	225,169
Creditors due within one year	(27,911)	-	(27,911)
Provisions for liabilities	8	-	8
	173,672	128,357	302,029

15A. ANALYSIS OF NET ASSETS BETWEEN FUNDS – PRIOR YEAR

	Unrestricted funds 2024 £	Restricted funds 2024 £	<i>RESTATED</i> Total funds 2024 £
Tangible fixed assets	123,776	-	123,776
Current assets	148,520	119,038	267,558
Creditors due within one year	(186,850)	146,548	(40,302)
Provisions for liabilities	(420)	-	(420)
	85,026	265,586	350,612

Time and Talents Association

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

16. PENSION COMMITMENTS

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £19,273 (2024: £24,446).

17. OPERATING LEASE COMMITMENTS

At the 31 March 2025 the total of the Charity’s future minimum lease payments under non-cancellable operating leases was:

	2025	Land and buildings 2024
	£	£
Amounts payable		
Within one year	11,250	11,250
Between one and five years	25,151	36,401
After more than 5 years	-	-
	<hr/>	<hr/>

The lease charges in 2025 was £11,248 (2024: £11,438).

18. RELATED PARTY TRANSACTION

There were no related party transactions noted during the year ending 31 March 2025 nor in the year ending 31 March 2024.

19. CONTROLLING PARTY

There was no controlling party in the year under review.

Time and Talents Association

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

20. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING

	2025	RESTATED 2024
	£	£
Net expenditure for the year (as per Statement of Financial Activities)	(48,582)	37,667
Adjustment for:		
Depreciation charges	26,329	25,599
(Losses) on investments	-	140
Dividends, interest and rents from investments	-	(1,564)
Losses on disposal of fixed assets	-	-
(Increase)/decrease in debtors	(28,627)	3,888
Decrease in creditors	(12,392)	(83,697)
Defined benefit scheme finance cost adjustment	(428)	(479)
Balance carried forward	(63,700)	(18,446)

21. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2025	2024
	£	£
Cash in hand	140,213	211,229

22. PRIOR YEAR ADJUSTMENTS

The comparative figures have been adjusted to reflect additional income for restricted grants received in 2024 which were incorrectly deferred at 31 March 2024 as the criteria to recognise income has been met at that date.

	Unrestricted £	Restricted £	Total £
Funds as previously reported at 31 st March 2024	85,026	119,038	204,064
Income omitted in 2024	-	146,547	146,547
Funds restated at 31 st March 2024	85,026	265,585	350,611
Creditors as previously reported at 31 st March 2024			£ (186,850)
Income omitted in 2024			146,547
Creditors restated at 31 st March 2024			(40,303)