TIME FOR GOD

England & Wales · Charity number 1101997

Details

Other names	TIME FOR GOD TRAINING
Status	Registered
Legal form	Charitable company
Company number	03971726
Registered	2004-02-10
Register	View on the Charity Commission register

Contact

Address	York Hub Popes Head Court Offices Peter Lane York YO1 8SU
Phone	01423536248
Email	office@timeforgod.org
Website	www.timeforgod.org

Activities

Objects: TO PROMOTE AND DEVELOP VOLUNTARY WORK AND VOLUNTEERING OPPORTUNITIES AND OTHER SIMILAR CHARITABLE ACTIVITIES FOR THE BENEFIT OF THE COMMUNITY AND TO ADVANCE THE EDUCATION, CHRISTIAN FAITH AND DEVELOPMENT OF VOLUNTEERS AND OTHERS BY PROVIDING TRAINING, DEVELOPMENT, ADVICE, INFORMATION AND ASSISTANCE.

Activities: Time for God aims to provide quality volunteering opportunities through which God changes lives. We have more than 50 years of experience working with young adults who serve full-time in placements across Great Britain on a variety of volunteering programmes. Time for God is a Christian volunteering and training organisation founded by the major Christian denominations.

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Classification

- **How:** Provides Human Resources, Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Education/training, Religious Activities, Human Rights/religious Or Racial Harmony/equality Or Diversity, Other Charitable Purposes
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Charities Or Voluntary Bodies, Other Defined Groups

Geography

- **Area of benefit:** NOT DEFINED. IN PRACTICE UK,GERMANY,AUSTRIA,FRANCE,SPAIN,HUNGARY,SWEDEN,NETHERLANDS,BELGIUM,LUXEMBOURG, EIRE,NORWAY,DENMARK,GHANA,KENYA,UGANDA,ZIMBABWE,S.KOREA & AUSTRALIA.
- Belgium
- Czech Republic
- France
- Germany
- Hungary
- Ireland
- Italy
- Netherlands
- Norway
- Poland
- Russia
- Scotland
- Slovakia
- South Africa
- South Korea
- Spain
- Sweden
- Ukraine
- United States
- Throughout England And Wales

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Finances

Period end	Income	Expenditure	Assets	Employees
2025-07-31	£244,379	£228,947	-	-
2024-07-31	£274,483	£229,947	-	-
2023-07-31	£214,825	£164,480	-	-
2022-08-31	£195,524	£172,063	-	-
2021-08-31	£163,337	£186,426	-	-
2020-08-31	£228,169	£325,130	-	-

Trustees

Name	Role	Appointed
Pete Twilley	Chair	2017-11-13
Caroline Hutchings		2025-02-17
Ida Birungi		2024-02-26
John Lawrence Regan		2024-02-26
NICK GOULD		
Rev Adrian Smith		2020-08-03

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TIME FOR GOD

England & Wales - Charity number 1101997

Accounts

Trustees' Annual Report & Financial Statements

for the year ended 31st July 2025

Registered Office

York Hub
Popes Head Court Offices
Peter Lane
York
YO1 8SU

Tel: 01904 373048

www.timeforgod.org

Registered Charity No. 1101997

Company Limited by Guarantee No. 3971726

Time for God Trustees' Annual Report for the year ended 31 July 2025

Time for God is a registered charity No. 1101997 and a company limited by guarantee No. 3971726 2

Introduction

The trustees who are also directors of Time for God (or "the Charity" or "TfG") for the purposes of the Company Law, present their annual report and audited financial statements of the Charity for the year ended 31st August 2025. The financial statements comply with the Charities Act 2011, the Companies Act 2006 and the Memorandum and Articles of Association.

They are in full compliance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 as updated through Update Bulletin 1 published on 2 February 2016.

Objectives of the Charity

The Charity's objects are to promote and develop voluntary work and volunteering opportunities and other similar charitable activities for the benefit of the community and to advance the education, Christian faith and development of volunteers and others by providing training, advice, information and assistance.

Our Mission Statement

TfG aims to improve lives through providing high quality volunteering opportunities for young people, in a Christian context.

Our Vision

TfG aims to be the foremost (based upon reputation, quality, & size) UK based Christian charity providing opportunities for growth and development of young people through volunteering.

Public Benefit

The Trustees confirm that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers and duties. The Trustees consider that all the activities of TfG are carried out for the public benefit.

About Time for God

Time for God exists to create an environment whereby volunteers are encouraged to explore and grow in the Christian faith through a programme of service, teaching, learning and

personal reflection. It is one of the longest established ecumenical Christian volunteering organisations for young people in the UK. It works in partnership with churches and Christian organisations of all traditions across the world and with other European and International Voluntary Service Organisations.

Volunteering to explore ministry and mission TfG volunteers come from the UK, Europe, Africa, Asia, South America and the USA. The majority are aged between 18 and 25. They offer a year of their lives to work as full-time volunteers in diverse organisations in the UK, working with churches and community groups, residential care homes, hostels, schools and activity centres. They are provided with accommodation and food. They explore their faith, develop their skills, mature as people and make life-changing decisions about their future. They invariably enrich the lives of the people and communities they serve. TfG enables adults to engage in youth ministry where volunteers can give a year of service surrounded by a first-class support system. It gives volunteers the opportunities to experience God in places that are different. TfG challenges what they know and what they are used to and provides new encounters in living and loving others. TfG recruits and selects volunteers for the placements and provides training conferences, spiritual development programmes and field officer support. Training is an integral part of the programme. TfG also offers its services to young adults who want to discover what God has planned for them. TfG is exploring new ways of working to create further opportunities for people of all ages to explore their ministry and mission. For more information, please visit www.timeforgod.org



Patricia and Ari - Colombia 2025

So, Time for God is clearly an answer to prayer. We had a calling from God, and through this organization we are here fulfilling our mission. We're so grateful for the care, love, and dedication you have for this ministry. You share Christ through your lives.

Chair of the Board of Trustees Report for the Year Ended 31st July 2025

2024-2025 has been another good year for TfG. Once again through the hard work of the staff team and the Board that we have. In the past year we have welcomed over 60 young volunteers to the UK.

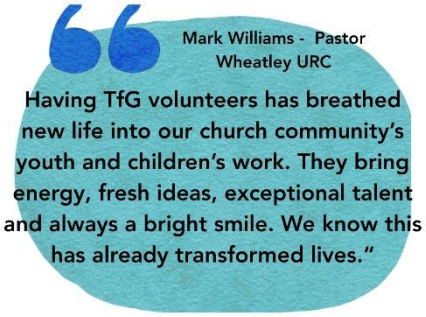
Developments made in the past year During the year we have had a full staff team in place and a structure that is both flexible and secure in its ability to deliver the service that is needed to support all the young volunteers who come to the UK to give up to a year of service. The structure of the staff team will be reviewed again in 2025 to ensure that it remains effective and appropriate given the ever changing national and international environment with which we are faced. The network of international sending partners is secure with the reputation of TfG growing as we have continued to respond to challenges and continued to offer excellent placement opportunities and support to volunteers. The number of new placement opportunities continues to grow particularly with more churches seeking to give young volunteers the opportunity to work with them.

Partnerships As a partnership organisation, TfG works with both international sending organisations and placement partners. It is good to report that despite the ongoing challenges to us of Brexit, we have been able to maintain the partnerships we have with sending organisations. We have continued to be active members of the EDYN network which has been a good source of encouragement, support and networking. We continue to explore new partnerships in Europe, South America, Australia, Africa and other parts of the world.



As a Christian organisation we continue to be committed to working with churches and organisations from all different denominations and traditions. We seek to be welcoming, accepting and affirming as we support diverse young people in their development and growth.

During their year giving 'time for God' we support both those who are on a journey of faith exploration and those who already have a strong faith. God is central to the work that we do and the opportunity to share faith with young people and for them to be able to grow spiritually throughout their year is rooted in who we are.



Finance It is encouraging to be able to report that we have ended the year in a sound financial position. Further information on this is contained in the finance section of the report and in the annual accounts. Having been able to keep the cost to placements the same for 2024/25 we have needed to increase the fee we charge our placements in 2025/26.

Challenges for the coming year. As always there are challenges to be faced. It is still very hard for independent volunteers to come into the UK to volunteer particularly where they do not have the same level of economic support that volunteers from Europe and North America often receive. Our Bursary scheme has continued to offer opportunities to young people from poorer parts of the world. Even once the finances are in place it has proved even more difficult for volunteers from certain countries to obtain visas to come to the UK to volunteer. As part of our 2025 60th Anniversary Celebration, we are launching a campaign to encourage individuals and churches to consider giving to TfG specifically to support our bursary scheme.

Recruiting volunteers from the UK to volunteer in the UK is still a challenge. The second arm of our 2025 campaign is to put additional resource into finding, encouraging and recruiting UK based young people to do a year of volunteering.

During the last year we have lost two very valued partners that provide social action placements to volunteers. This has meant that it has been more difficult to place some volunteers who do not wish to work in churches. It is anticipated that the number of volunteers starting in September will be lower than in the last two years. It is hoped that this can be balanced by a larger than usual number of volunteers being recruited in January 2026.

Looking ahead As we look ahead to 2025-2026 we continue to look forward positively and optimistically. 2025 is our Diamond Jubilee year when we celebrate running for the last 60 years. During the current year we are reaching out to the many people who have had the opportunity to volunteer with us and the many churches, communities and organisations that have benefitted from having a young volunteer work with them.

Finally a note of thanks to the staff team and the trustees who work so hard and have great commitment to TfG. As we move forward we trust in God to be guided and led as we continue to provide volunteering opportunities to young people to grow and develop.

Peter Twilley – Chair of the Board of Trustees

Volunteering with Time for God – the volunteers experience

It is always good to hear our volunteer stories. In this section of the report this year we have shared a few snapshots of the volunteers that came to the UK and volunteered in the last year.



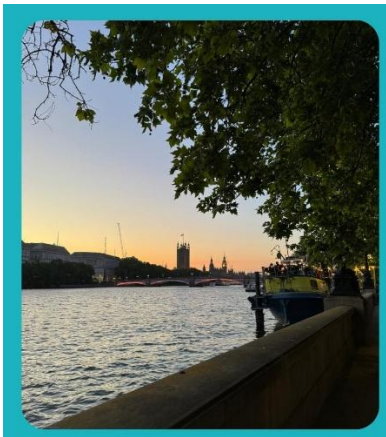






Patricia and Ari - Colombia 2025

So, Time for God is clearly an answer to prayer. We had a calling from God, and through this organization we are here fulfilling our mission. We're so grateful for the care, love, and dedication you have for this ministry. You share Christ through your lives.



Natalie - Germany, 2024

Not a goodbye but a see you later cause it will always be a place I can and will come back to.



Myriam - Belguim 2024

My time at Time for God helped me to be closer to God.
I wanted to be a TfG Ambassador because I enjoyed my year in England and I really wanted to share my experience with the people around me.



Elisha - Germany, 2024

My year in the UK helped me grow in my faith and in who I am, while meeting amazing people and stepping out of my comfort zone more than I ever expected.





Luka - France, 2024

My time in England has has showed me what it truly means to trust God.

Conferences a time for learning support and reflection as well as meeting new friends and exploring faith together ……





Operations and Finance Report for the Year Ended 31/7/2024

2025 Operational Director's Annual Overview

The past year has been a period of both celebration and transition for the charity, as preparations are being made to mark its 60th Anniversary. Significant effort is being dedicated to using this anniversary to recognise the organisation's history and engaging stakeholders from across its past and present. This milestone will provide an important opportunity to reflect on the charity's impact while reaffirming its future direction. It is planned to launch two new campaigns - Bridge the Gap and Discovery Journey on the back of the celebration that is scheduled for the 15th November 2025. It is hope that these campaigns refresh the charity's profile and increase public awareness. It is hoped that the celebratory event will bring together long-standing supporters from both the UK and overseas as well as current volunteers, staff and trustees

Volunteer Recruitment

Volunteer recruitment remained steady throughout the year. A total of 48 volunteers were welcomed, primarily through established sending partners, with a smaller number of independent, self-funded applicants. This represents a positive outcome given the sector-wide challenges currently affecting volunteer recruitment.

Increased surcharges and changes to UK immigration policy significantly reduced the pool of applicants, particularly from Europe, South America, Africa, and Asia. As a result, the charity continued to rely heavily on referrals from German and French sending partners. Work is ongoing to develop partnerships in other regions, particularly Asia and South America, where there has historically been strong interest. Despite these constraints, volunteers represented more than nine nationalities, demonstrating the continued international reach of the programme. Many volunteers were supported through government-funded schemes, improving access to international volunteering opportunities, while a small bursary fund enabled limited support for independent volunteers.



International Partnerships

Strengthening international partnerships remained a key operational priority. Partners within the EDYN (Ecumenical Diaconal Year Network) reported a general decline in volunteer engagement among young adults. Contributing factors included reduced willingness to commit to long-term placements, an increased preference for paid employment, and rising mental health challenges. In response, the network continued to explore new recruitment approaches, including targeted social media activity, while maintaining a strong collaborative culture through the sharing of good practice and mutual support.

The organisation continues to operate effectively due to the dedication of staff and volunteers, whose collective efforts sustain and advance the charity's vision.

Mary Makoni - Operational Director

Financial Performance

In 2024-2025 Time for God built upon our previous financial growth and development with a solid consolidation of the financial situation. In response to the development of our volunteer base and international partnerships and the very careful stewardship of our financial reserve by our excellent staff team, we have been able to conclude this financial year with a relatively minor excess of expenditure over income whilst at the same time being able to carry forward significant funds into the next financial year to enable us to continue to invest in the development of TfG.

The Finance Sub-Committee continues to monitor our performance on a month-by-month basis. Thanks go in particular to former trustee John Evans who continues to support us with oversight of our finances and to our excellent Finance Officer Neil Ashton.

Our key financial strategies remain:

- **Building our fundraising capacity** –using our upcoming 60th Anniversary to focus these efforts.
- **Building our reserves** – we have sustained our reserves which enable us not only to plan future investment in TfG but also meet our duty of care for the financial security of TfG and its staff.
- **Developing our team** – using our financial resources to enable our team to provide appropriate support to our volunteers and placements.
- **Getting better known** – we have enhanced our IT and social media engagement
- **Strengthening our bursary scheme** – we have continued to prioritise this scheme to enable a broadening participation of volunteers and placements.

We continue to work to develop our income level through growing volunteer numbers, increasing the number and types of placements and through generating fundraising income. This sits alongside an increased understanding of the challenges faced by changes to immigration and visa rules post Brexit and the cultural and generational shift in expectations in our post covid world.

We have budgeted in the coming year to allocate some of our reserves to: further investment in IT; fundraising; increasing social media engagement and for the forthcoming 60th anniversary celebration.

We move forward with financial confidence.

Adrian Smith
September 2025

Administrative and Legal Information

Charity's Objectives:

To promote and develop voluntary work, volunteering opportunities and other similar charitable activities for the benefit of the community and to advance the education, Christian faith and development of volunteers and others by providing training, development, advice, information and assistance.

TfG welcomes volunteers from all backgrounds. To admit a prospective volunteer to our programme we need to be satisfied that we will be able to provide a quality volunteering experience and help the volunteer to develop to the best of their potential. We fully expect each volunteer to also benefit their placement and the community where they are placed. Interviews and assessments are undertaken to satisfy TfG and the placements that potential volunteers are placed appropriately and that they can cope with the demands of living in a different culture and can benefit from the opportunity provided. An individual's economic status, gender, ethnicity, race, or disability do not form part of our recruitment process. We do not require volunteers to have any particular religious faith but ask all volunteers to be sympathetic to the values of the placement and be open to explore the Christian faith during their time of service.

TfG is an equal opportunity organisation and is committed to a working environment that is free from any form of discrimination on the grounds of colour, race, ethnicity, religion, sex, sexual orientation or disability. We will make reasonable adjustments to meet the needs of staff or volunteers who are or become disabled.

TfG is committed to safeguarding and promoting the welfare of its volunteers and expects all staff and volunteers in the organisation and in the placements to share this commitment. We maintain regular contact with volunteers at the training conferences and also in their placements throughout the year through regular field visits, and e-mail, social media and telephone contact with both the volunteer and their supervisor. Each volunteer is assigned a Field Officer from TfG, a Supervisor in their placement and a TfG 'Friend' who together are responsible for pastoral care and guidance in exploring their faith.

Access Policy

It is important to us that access to the volunteer opportunities we offer is not restricted to those who can afford our fees. We believe our volunteers benefit from serving within a diverse community, and that the communities and placements in which they serve benefit from being served by volunteers from diverse backgrounds.

The trustees have considered that they have complied with their legal obligations under charity and company law and with the Charity Commission's guidance in relation to public benefit.

Governance & Organisational Structure:

Time for God is a company limited by guarantee no 3971726 and registered Charity No 1101997 governed by its Memorandum and Articles of Association (incorporated 13th April 2000) as amended by special resolution dated 19th January 2004.

The liability of members is limited to £10 per member.

The appointment of Trustees Anyone interested in joining as a trustee is first asked to submit a CV and an expression of interest which is scrutinised by the Board. By mutual agreement an informal interview is scheduled with at least two current Board members and references are taken up. A recommendation is made to the trustees by the people carrying out the interview. The final decision to appoint a new trustee is taken at a Board meeting.

New trustees are often experienced and already familiar with the Charity, but if not they will be inducted into the role by the Trustees and will attend training courses if appropriate.

Time for God's Stakeholders

The following groups, bodies and people are stakeholders in Time for God:

- volunteers and participants in training programmes;
- the churches, charities and organisations with whom TfG volunteers are placed;
- the international partner organisations, which send TfG volunteers;
- Time for God staff and trustees.

Reserves:

Time for God has a policy of endeavouring to maintain reserves equivalent to six months nondiscretionary expenditure, (staff and core costs), in order to cover contractual obligations and provide some security should income significantly fall. Trustees are pleased to report that our current reserves once again meet this aspiration. The board commits to working to maintain these reserves in future financial plans.

Investments:

Any investment powers are contained in the constitution of the charity. Over the last year all cash reserves were held with the Cooperative Bank ensuring that no account exceeded the limits afforded by the Financial Services Compensation Scheme. The charity also has a WISE account to enable the easy transfer and payment of money internationally. The charity has an interest bearing account in which the reserves are held.

Risk Management

The Board considers that adequate risk management processes are in place for the organisation. These processes include an appraisal of the risks the organisation faces, both internally and externally, and actions to mitigate the effect on the organisation.

The principal risks considered are as follows:

Finance: The financial strategy is to diversify income streams and to set a fee level that will be sustainable in the future. The fees will be increased for the programme running from September 2026.

Staff Turnover: Our charity relies upon the skills and dedication of our small executive and staff team. The restructure of the staff team has now been completed and a committed staff team are in place. We ensure that we have the right balance of skills in place to efficiently, effectively and excellently to deliver our aims and objectives and to ensure that the quality of the volunteer experience is maintained. The additional post of part time Field Officer was created to ensure that the needs of all volunteers can be supported and to safeguard the organisation in the case of a member of staff leaving or being off sick. However, due to the lower recruitment of volunteers for a September 2025 start, the staffing structure along with roles and responsibilities will need to be reviewed again during the coming year.

Overseas Visas:

The cost to our volunteers coming to the UK has increased once again in the past year and now stands at by around £1,300 including NHS Surcharge and application fees for a 12-month period. This has had a particular impact on volunteers from poorer European nations. We continue to explore options that may assist volunteers in coming to our programme. The Charity offers the option of a six-month placement (when available) as this does not require volunteers to pay the £1,035 NHS health surcharge for that period. The use of a bursary scheme to support volunteers from poorer countries continues to be developed.

Financial Controls: Cash Flow management remains key for us. We continue to look at ways to manage our expenditure and have tight financial controls in place. A working group of staff and trustees, meets to monitor the financial position of the organisation on a monthly basis.

Reputation: The Time for God organisation has been successfully operating for nearly 60 years and has an excellent reputation in the volunteering world for its work. Nevertheless, our reputation could potentially be adversely affected by one incident. We work hard therefore to maintain strong relationships with partners, based upon, regular and open communication. In particular we have put mechanisms in place (including training, field visits, and safeguarding) to ensure our volunteers have a good experience whilst volunteering with us.

The 60th Anniversary year is being used to remind a wider audience that TfG is still going and is still offering quality opportunities to young people. We celebrate the last 60 years of TfG and the impact that it has had on both young people, organisations and churches in which they have served. This anniversary will be an opportunity to enhance our reputation with both our existing partners and hopefully with a new audience.

The Board and executive team endeavour to remain alert to these and other risks, and remain committed to take such action to mitigate them during the course of the upcoming year.

Reference and Administrative Information

Bankers:

The Cooperative Bank Plc
1 Balloon Street
Manchester
M60 4EP

Independent Examiners:

Daryl Denson ACMA

VAST

The Dudson Centre
Hope Street
Hanley
Stoke-on-Trent
ST1 5DD

Approved by the Trustees on the 17th February 2025 and signed on their behalf by Peter Twilley (Chairperson)

PLTwilley
Feb 24, 2026

Trustees and Directors:

The following people served as trustees and directors of the company during the year and up to the date of approval of this report:

Pete Twilley
Nicholas Gould
Adrian Smith
Jack Regan
Ida Birungi
Andrew Johnston Resigned from the Board during the year
Caroline Hutchings Joined the Board during the year

Posts Held:

Chair of Trustees: Pete Twilley
Treasurer: Andrew Johnston Superseded by Adrian Smith
Trustee for HR: Adrian Smith Superseded by Caroline Smith

All trustees give of their time freely and none of the trustees had any beneficial interest in the Charity during the year. In preparing their report, the trustees have taken advantage of the small companies' exemption under section 415A of the Companies Act 2006.

Trustees responsibilities in respect of the financial statements:

The Charity's trustees (who are also directors for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Charity's trustees to prepare financial statements for each year which 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 the financial statements, the trustees are required to:

• select suitable accounting policies and then apply them consistently;
• observe the methods and principles in the Charities SORP;
• make judgements and estimates that are reasonable and prudent;
• state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
• prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Statement as to disclosure of our auditors - In so far as the trustees are aware at the time of approving our trustees' annual report:

• there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the charitable company's auditor is unaware, and
• the trustees, having made enquiries of fellow directors and the charitable company's auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Time for God

Independent Examiner's Report to the trustees of Time for God ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 July 2025.

Responsibilities and basis of report

As the charity's trustees of the Company (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 Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your 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 Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of Time for God as required by section 386 of the 2006 Act; or
2. the accounts do not accord with 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 (FRS 102)].

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.



.....
Daryl Denson ACMA

Dudson Centre
Hope Street
Stoke-on-Trent
ST1 5DD

Date: Feb 24, 2026

Time for God

Statement of Financial Activities for the Year Ended 31 July 2025 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Total 2025 £
Income and Endowments from:			
Donations and legacies	3	994	994
Charitable activities	4	241,925	241,925
Investment income	5	1,460	1,460
Total income		244,379	244,379
Expenditure on:			
Charitable activities	6	(246,986)	(246,986)
Total expenditure		(246,986)	(246,986)
Net expenditure		(2,607)	(2,607)
Net movement in funds		(2,607)	(2,607)
Reconciliation of funds			
Total funds brought forward		112,783	112,783
Total funds carried forward		110,176	110,176

	Note	Unrestricted funds £	Total 2024 £
Income and Endowments from:			
Donations and legacies	3	999	999
Charitable activities	4	273,029	273,029
Investment income	5	455	455
Total income		274,483	274,483
Expenditure on:			
Charitable activities	6	(228,947)	(228,947)
Total expenditure		(228,947)	(228,947)
Net income		45,536	45,536
Net movement in funds		45,536	45,536
Reconciliation of funds			
Total funds brought forward		67,247	67,247
Total funds carried forward		112,783	112,783

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2024 is shown in note .

Time for God

(Registration number: 03971726)
Balance Sheet as at 31 July 2025

	Note	2025 £	2024 £
Current assets			
Debtors	12	-	38,236
Cash at bank and in hand	13	111,376	111,163
		111,376	149,399
Creditors: Amounts falling due within one year	14	(1,200)	(36,616)
Net assets		110,176	112,783
Funds of the charity:			
Unrestricted income funds			
Unrestricted funds		110,176	112,783
Total funds		110,176	112,783

For the financial year ending 31 July 2025 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The financial statements on pages 20 to 33 were approved by the trustees, and authorised for issue on Feb 24, 2026 and signed on their behalf by:

Pete Twilley (Feb 24, 2026 13:53:05 GMT)

.....

Peter Twilley
Trustee

Notes to the Financial Statements for the Year Ended 31 July 2025

1 Charity status

The charity is limited by guarantee, incorporated in , and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:
York Hub
Popeshead Court Offices
Peter Lane
York
YO1 8SU

2 Accounting policies

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

Statement of compliance
The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation
Time for God meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern
The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Exemption from preparing a cash flow statement
The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

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

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Investment income

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £500 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation
Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Furniture and Equipment	Reducing balance method at a rate of 33% per annum

Trade debtors
Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents
Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Borrowings
Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

Foreign exchange
Transactions in foreign currencies are recorded at the rate of exchange at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the balance sheet date are reported at the rates of exchange prevailing at that date.

The results of overseas operations are translated at the average rates of exchange during the period and their balance sheets at the rates ruling at the balance sheet date. Exchange differences arising on translation of the opening net assets and results of overseas operations are reported in other comprehensive income and accumulated in equity (attributed to non-controlling interests as appropriate).

Other exchange differences are recognised in the Statement of Financial Activities in the period in which they arise except for:

1) exchange differences on transactions entered into to hedge certain foreign currency risks (see above);

2) exchange differences arising on gains or losses on non-monetary items which are recognised in other comprehensive income; and

3) in the case of the consolidated financial statements, exchange differences on monetary items receivable from or payable to a foreign operation for which settlement is neither planned nor likely to occur (therefore forming part of the net investment in the foreign operation), which are recognised in other comprehensive income and reported under equity.

Fund structure
Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Pensions and other post retirement obligations
The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Financial instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.
Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

Fair value measurement

The best evidence of fair value is a quoted price for an identical asset in an active market. When quoted prices are unavailable, the price of a recent transaction for an identical asset provides evidence of fair value as long as there has not been a significant change in economic circumstances or a significant lapse of time since the transaction took place. If the market is not active and recent transactions of an identical asset on their own are not a good estimate of fair value, the fair value is estimated by using a valuation technique.

3 Income from donations and legacies

	Unrestricted funds General £	Total 2025 £
Donations and legacies;		
Donations from individuals	994	994
	994	994

	Unrestricted funds General £	Total 2024 £
Donations and legacies;		
Donations from individuals	999	999
	999	999

4 Income from charitable activities

	Unrestricted funds General £	Total 2025 £
Volunteers Fees	10,985	10,985
Placement Fees	230,940	230,940
	241,925	241,925

	Unrestricted funds General £	Total 2024 £
Volunteers Fees	39,996	39,996
Placement Fees	233,033	233,033
	273,029	273,029

5 Investment income

	Unrestricted funds General £	Total 2025 £
Interest receivable and similar income;		
Interest receivable on bank deposits	1,460	1,460
	1,460	1,460

	Unrestricted funds General £	Total 2024 £
Interest receivable and similar income;		
Interest receivable on bank deposits	455	455
	455	455

6 Expenditure on charitable activities

	Direct Costs £	Support costs £	Governance Costs (see note 7) £	2025 £
Salaries	154,592	-	-	154,592
Employers NI	5,147	-	-	5,147
Pension	9,137	-	-	9,137
Staff Travel	2,034	-	-	2,034
Regional Finals	1,150	-	-	1,150
Volenteer Costs	24,279	-	-	24,279
Field Costs	3,752	-	-	3,752
Conference Costs	15,197	-	-	15,197
Development	1,129	-	-	1,129
Subscriptions and memberships	-	5,635	-	5,635
Printing, postage and office supplies	-	3,679	-	3,679
Legal and professional fees	-	6,394	-	6,394
Independent Examination fee	-	-	1,200	1,200
Bursary	-	4,091	-	4,091
Marketing	-	9,570	-	9,570
	216,417	29,369	1,200	246,986

Notes to the Financial Statements for the Year Ended 31 July 2025

	Activity undertaken directly £	Support costs £	Governance costs (see note 7) £	2024 £
Salaries	143,933	-	-	143,933
Employers NI	11,835	-	-	11,835
Pension	9,250	-	-	9,250
Staff Travel	233	-	-	233
Regional Finals	2,869	-	-	2,869
Volenteer Costs	2,417	-	-	2,417
Field Costs	3,352	-	-	3,352
Conference Costs	19,846	-	-	19,846
Development	3,912	-	-	3,912
ESC Payment	4,397	-	-	4,397
Subscriptions and memberships	-	836	-	836
Printing, postage and office supplies	-	7,843	-	7,843
Bank charges	-	710	-	710
Trustee meeting costs and expenses	-	201	-	201
Legal and professional fees	-	7,924	-	7,924
Other expenses	-	7,046	-	7,046
Independent Examination fee	-	-	1,200	1,200
Depreciation	-	666	-	666
Training	-	477	-	477
	202,044	25,703	1,200	228,947

In addition to the expenditure analysed above, there are also governance costs of £1,200 (2024 - £1,200) which relate directly to charitable activities. See note 7 for further details.

7 Analysis of governance and support costs

Governance costs

	Unrestricted funds General £	Total 2025 £
Independent examiner fees		
Examination of the financial statements	1,200	1,200
	1,200	1,200

	Unrestricted funds General £	Total 2024 £
Independent examiner fees		
Examination of the financial statements	1,200	1,200
	1,200	1,200

8 Trustees remuneration and expenses

During the year the charity made the following transactions with trustees:

Peter Twilley
£89 (2024: £126) of expenses were reimbursed to Peter Twilley during the year.

Reimbursment for out of pocket expenses

John Evans

Caroline Hutchingson
£52 (2024: £Nil) of expenses were reimbursed to Caroline Hutchingson during the year.

Reimbursment for out of pocket expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

9 Staff costs

The aggregate payroll costs were as follows:

	2025 £	2024 £
Staff costs during the year were:		
Wages and salaries	154,592	143,933
Social security costs	5,147	11,835
Pension costs	9,137	9,250
	168,876	165,018

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year was as follows:

	2025 No	2024 No
Charitable Activities	7	5

No employee received emoluments of more than £60,000 during the year.

10 Independent examiner's remuneration

	2025 £	2024 £
Examination of the financial statements	1,200	1,200

11 Taxation

The charity is a registered charity and is therefore exempt from taxation.

12 Debtors

	2025 £	2024 £
Trade debtors	-	35,416
Prepayments	-	2,820
	-	38,236

13 Cash and cash equivalents

	2025 £	2024 £
Cash at bank	34,356	35,602
Short-term deposits	76,915	75,456
Other cash and cash equivalents	105	105
	111,376	111,163

14 Creditors: amounts falling due within one year

	2025 £	2024 £
Accruals	1,200	1,200
Deferred income	-	35,416
	1,200	36,616

15 Analysis of net assets between funds

	Unrestricted funds General £	Total funds at 31 July 2025 £
Current assets	111,376	111,376
Current liabilities	(1,200)	(1,200)
Total net assets	110,176	110,176

	Unrestricted funds General £	Total funds at 31 July 2024 £
Current assets	149,399	149,399
Current liabilities	(36,616)	(36,616)
Total net assets	112,783	112,783

16 Related party transactions

There were no related party transactions in the year.

TfG 2025 Accounts for signing

Final Audit Report 2026-02-24

Created:	2026-02-19
By:	VAST Accounts (accounts@vast.org.uk)
Status:	Signed
Transaction ID:	CBJCHBCAABAA2JeaM_259VXOgFSe__1LQa6dEwgQDVs7

"TfG 2025 Accounts for signing" History

Document created by VAST Accounts (accounts@vast.org.uk)
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Agreement completed.
2026-02-24 - 2:00:46 PM GMT

TIME FOR GOD

England & Wales - Charity number 1101997

Accounts

Trustees' Annual Report & Financial Statements

for the year ended 31st July 2024

Registered Office

York Hub
Popes Head Court Offices
Peter Lane
York
YO1 8SU

Tel: 01904 373048

www.timeforgod.org

Registered Charity No. 1101997

Company Limited by Guarantee No. 3971726

Time for God Trustees' Annual Report for the year ended 31 July 2024

Time for God is a registered charity No. 1101997 and a company limited by guarantee No. 3971726 2

Introduction

The trustees who are also directors of Time for God (or "the Charity" or "TfG") for the purposes of the Company Law, present their annual report and audited financial statements of the Charity for the year ended 31st August 2024. The financial statements comply with the Charities Act 2011, the Companies Act 2006 and the Memorandum and Articles of Association.

They are in full compliance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 as updated through Update Bulletin 1 published on 2 February 2016.

Objectives of the Charity

The Charity's objects are to promote and develop voluntary work and volunteering opportunities and other similar charitable activities for the benefit of the community and to advance the education, Christian faith and development of volunteers and others by providing training, advice, information and assistance.

Our Mission Statement

TfG aims to improve lives through providing high quality volunteering opportunities for young people, in a Christian context.

Our Vision

TfG aims to be the foremost (based upon reputation, quality, & size) UK based Christian charity providing opportunities for growth and development of young people through volunteering.

Public Benefit

The Trustees confirm that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers and duties. The Trustees consider that all the activities of TfG are carried out for the public benefit.

About Time for God

Time for God exists to create an environment whereby volunteers are encouraged to explore and grow in the Christian faith through a programme of service, teaching, learning and

personal reflection. It is one of the longest established ecumenical Christian volunteering organisations for young people in the UK. It works in partnership with churches and Christian organisations of all traditions across the world and with other European and International Voluntary Service Organisations.

Volunteering to explore ministry and mission TfG volunteers come from the UK, Europe, Africa, Asia, South America and the USA. The majority are aged between 18 and 25. They offer a year of their lives to work as full-time volunteers in diverse organisations in the UK, working with churches and community groups, residential care homes, hostels, schools and activity centres. They are provided with accommodation and food. They explore their faith, develop their skills, mature as people and make life-changing decisions about their future. They invariably enrich the lives of the people and communities they serve. TfG enables adults to engage in youth ministry where volunteers can give a year of service surrounded by a first-class support system. It gives volunteers the opportunities to experience God in places that are different. TfG challenges what they know and what they are used to and provides new encounters in living and loving others. TfG recruits and selects volunteers for the placements and provides training conferences, spiritual development programmes and field officer support. Training is an integral part of the programme. TfG also offers its services to young adults who want to discover what God has planned for them. TfG is exploring new ways of working to create further opportunities for people of all ages to explore their ministry and mission. For more information, please visit www.timeforgod.org

Chair of the Board of Trustees Report for the Year Ended 31st July 2024

It has been another great year of recovery for TfG. Our recovery from the difficult years of Covid and the rebuilding of our organisation ready for the future has been completed. We are now more secure than we have been for the last four years. Once again it has been through the hard work of the staff team and the Board that we been able to achieve both the numerical and financial growth that 3 years ago we could only have hoped, dreamed and prayed for. In the past year we have welcomed over 65 young volunteers to the UK, once again an increase on the previous year.

Developments made in the past year We now have a full staff team in place and a structure that is both flexible and secure in its ability to deliver the service that is needed to support all the young volunteers who come to the UK to give up to a year of service. The staff team in place now since September 2023, have proved very capable and adaptable. As well as this, growing the network of sending partners and placement opportunities is going well.

As reported last year, due to Covid, we were unable to be able to deliver all the commitments we had to the EU and the ECORYS programme. That programme has now ended. We were required to make a repayment to the EU which has now been paid back in full. This means that now we can work without the added complication of external funding which had complex and onerous reporting mechanisms.

Partnerships As a partnership organisation, TfG works with both international sending organisations and placement partners. It is good to report that despite the ongoing challenges to us of Brexit, we have been able to maintain the partnerships we have with sending organisations. We have continued to be active members of the EDYN network which has been a good source of encouragement, support and networking. We continue to explore new partnerships in Europe, South America, Australia, Africa and other parts of the world.

Over the past year we have once again seen an increase in the number of churches both considering hosting and hosting volunteers. It has been good to see churches recovering from the longer term effects of Covid and looking at how they can host a volunteer to both support the work that they are doing and give a young person an opportunity to grow and develop.

As a Christian organisation we continue to be committed to working with churches and organisations from all different denominations and traditions. We seek to be welcoming, accepting and affirming as we support diverse young people in their development and growth. During their year giving 'time for God' we support both those who are on a journey of faith exploration and those who already have a strong faith.

Finance It is extremely encouraging to be able to report that once again we have ended the year with a budget surplus. This is now for the 3rd year in a row. Further information on this is contained in the finance section of the report and in the annual accounts.

Challenges for the coming year. As always there are challenges to be faced. It is increasingly hard for independent volunteers to come into the UK to volunteer particularly where they do not have the same level of economic support that volunteers from Europe and North America often receive. In view of this we have increased our Bursary scheme to be able to offer more opportunities to young people from poorer parts of the world. Even once the finances are in place it has often proved very difficult for volunteers from certain countries to obtain visas to come to the UK to volunteer.

Recruiting volunteers from the UK to volunteer in the UK remains an on-going challenge. However, we recognise the value of this and are doing targeted work to encourage young people. Currently ways are being considered to make volunteering in the UK more appealing and also to find ways of supporting this financially.

Although the cost of living increases have slowed down, we are still faced by rising costs and will need to manage our finances very carefully. Although we have been able to keep the cost to placements the same for 2024/25 we will need to look carefully at the placement fee for 2025/26.

Looking ahead As we look ahead to 2024-2025 we look forward positively and optimistically. We have already recruited and placed over 50 volunteers for September 2024 and there are further volunteers ready to start in January 2025. 2025 will be our Diamond Jubilee year when we celebrate running for the last 60 years. We do hope that during the year we will be able to reach out to the many people who have had the opportunity to volunteer with us and the many churches, communities and organisations that have benefitted from having a young volunteer work with them.

Currently have recently re-developed our web site and are looking to increase our presence on social media so that we not only become more visible but can also be responsive to the people who are interested in volunteering with us or can offer new placement opportunities.

Finally a note of thanks to all the staff team and the trustees who have worked so hard over the last few years to get us to the position we are now. As we move forward we trust in God to be guided and led as we continue to provide volunteering opportunities to young people to grow and develop.

Peter Twilley – Chair of the Board of Trustees

Volunteering with Time for God – the volunteers experience

It is always good to hear the experiences and the voice of our volunteers in our annual report. Here are four snapshots of volunteers who were with us last year. They really do give a snapshot of the value that volunteers get from giving a year of their time serving other people.

Name: Zoe Placement: Holy Trinity Church Nationality – Chinese

Looking back this whole year from the beginning, from the very first day I arrived, got picked up by my vicar and host at the airport, to the present now I am pouring out all that I've experienced into the writing, I have to admit that, it's not easy to leave and right now I'm filled with sadness.

I can't express how grateful I've been to Hazel who introduced me to Tim and thus had such an amazing opportunity to be an intern for HTCD for this whole year!!! I am assigned to offer help to youth and children group leaders. Having Claire as my line manager, I felt so blessed to learn from her example, from digging up creative ideas to managing children's activities with a good order. There is so much I missed yet to learn while working alongside both the youth and children ministers.

If I must pick my favorite work routine, I would say it's the Toddler's group on Tue mornings. How blessed I have been that God surrounded me with such great helpers both inside and outside the kitchen. Loving the children and chatting with their moms about life issues filled each Tue with colours and joy. And there's more and more .... Thank you, TFG team, for making this happen to me!

Name: Leonie Placement: FACT Nationality: French



When I was looking into the idea of doing a Gap Year abroad, I came across the German organisation AFS and started my application process. As AFS does not work in the UK, they handed me over to Time for God. For the last couple of months, I have been living on a stationary red lightship at FACT and have been working as a Galley assistant as well as a trainee instructor. Fact is a Christian Outdoor Centre and welcomes school groups almost every week. Living and working on a ship was a new and exciting experience. I quickly got used to community living and adapted to this new "lifestyle". Naturally I also stumbled over difficulties from time to time. Living and working together with the same people is fun and enriching. At the same time, it also requires a willingness to compromise and to speak up for yourself. During my time I have met fascinating people and have made new friends. I have learned a lot about myself and capabilities. Throughout the year I had the chance to experience activities I had never done before. The excitement of learning something new and mastering skills I had not imagined myself doing was awesome. However, there were also many overwhelming moments, such as long workdays, the pressure of responsibilities and the emotional rollercoaster of being away from home. But despite these challenges, there were also so many rewarding moments that made

it all worthwhile. As a galley assistant I helped preparing food, serving meals and was responsible for making cakes and desserts. I was able to learn more about cooking and kitchen management. After I had switched over to the activity team, I worked as a High ropes and Archery Instructor. Teaching others and being responsible for their safety and learning was both a challenge and a joy. I was trusted to lead team building games and took part in powerboat trips and spend a lot of times in sailing boats. There were also opportunities to do maintenance work around the ship in preparation for the upcoming winter. It gave me a practical sense of how things run and the constant upkeep that is needed to keep everything in working order. For instance, we had to bring in boats from the water, disassemble them into their individual parts, clean them and put them away for the next season.
This year was not just about work, it was also a time of personal reflection. I had the opportunity to dive deeper into my faith and redefine what it means to me. Being on the ship, away from the usual distractions of daily life, gave me space to reflect on my beliefs, values and personal growth. One of the most rewarding parts of my year was working with children. At first, I was not sure what to expect, but I found that it was both fun and fulfilling. Seeing the kids progress during their stay onboard, whether it was in their
skills, confidence or behaviour made the hard work worthwhile. Looking back, this year had its ups and downs, but overall, it was a positive experience. I found a new community and formed connections with people who will remain important to me. It was a year of growth, challenge and self reflection.

Volunteer - Juan Manuel Vasquez Placement- Parish of Cockett, Wales
Country: Colombia

The Parish of Cockett is an Anglican community composed by two Churches: St Peter's (in Cockett) and St Illtyd's (in Fforestfach) located in Swansea, the second-largest City of Wales. The parish is committed to the preaching of the Gospel and proclaiming the Kingdom of God specially to the youngest generation. Thats why they have an active youth ministry that involves a lot of activities: School assemblies, a lunch club in a local school where the students learn about the Bible, a baby group and a Youth group. Once a month they also do a Crafty church (that is an event where children and their parents join to do crafts based on a Bible reading) and in August a Summer camp.



During this year I have been involved with the Youth ministry. Every week I went with a team member (usually the Vicar of the church and a Youth worker) to school assemblies. During these school visits the school children were taught about Bible stories and Christian values. The assemblies usually included a song at the end at which I played guitar for the children there. I was given several opportunities to write
scripts and lead some assemblies. Every week I also visited the Youth Group at St Peter's Church where young people (from 13 to 17) met

to play different games including board games, video games and others. This was often an opportunity to get to know them and if opportunity arose shared the Christian faith with them. In addition to youth ministry, I also visited different members of the congregation that were house bound and were not able to attend church services. Sometimes with a minster and taking home communion with them, and others on my own. It was interesting for me to listen about their experience and for them to hear about
Colombia. My time at the Parish offices was spent supporting the team with tasks important for the church, such as writing and emailing the weekly newsletters, updating slides with the liturgy and Hymns that are used during the services on Sundays, and occasionally preaching in some services. I also run a Bible Study. During my time in the United Kingdom, I have learnt a lot about Welsh culture, the Anglican tradition and about "how does a church work behind the scenes". I have developed new skills like learning how to prepare and preach a sermon and improving my English. I have also learnt a lot of songs on the guitar, and I have made new friends through the church as well as Time for God gatherings where I met volunteers from other countries**.**

Name: Maëlle Placement: Pioneer Centre Nationality: French

After my Law degree in psychology, I was looking for some traveling experience. My expectations were really basics. I wanted to improve my English and meet new people. I wanted to take gap year to reflect on my personal and professional ways. So I started looking online for some volunteering experience in sport and I found TFG. Once I applied, I have been contacted by the team and I had my first interviews in English. I was terrified and not confident to speak in English, but Stephen was so kind and makes me feel comfortable straight away. Talking about Stephen once my appliance has been accepted, he became my field officer and has been the best support I could ever imagine. Each time I had questions or worries he was always here, taking the time to call me. Before the departure I had a lot of fears and expectations, but what I didn't expected was that this experience has been a life changing!



My mission was in an activities centre with more than 18 activities: canoe, kayak, abseiling, climbing. The aim: Become a sports instructor to deliver sessions to kids. So, the first four months were really intense but really fun. We were trained every day to tie knots and to paddle. It was hard but we saw each other improving every day. It was the time I overcame loads of my fears, thanks to the team spirit and the support of the others. Indeed before starting my mission I had a lot of wrong believing about myself : I thought that I wasn't able to do some handy stuff , like tying knots or fixing gates…because I have always been good at school but miserable in life. Or the fact that I wasn't patient enough or enough good in English to deliver sessions to the kids as the former French volunteer, that I was looking up.

The experience even taught me, not to fear spiders anymore. Fear that I had since my childhood, my point is that even for phobia with support everything is possible. I have learned a lot of life lessons thanks to the others. Thus everybody were really supportive and we learned in a playful atmosphere. Practicing the activities everyday was the funniest routine ever. Who could believe that abseiling by myself down a wall could be a normal Monday morning. Or that I could be fearless of thrusting myself and the others regarding the set up and its safety.

So yes at the beginning I wasn't self-confidence, I was afraid by many things but I thought one things among the others:" Alone **we go faster but together we go further! ".** This experience has been a real life changing more than what I expected, I grew up a lot among beloved and supportive people. Thanks to the TFG conference I met loads of other people, created a lot of amazing friendship all around the world, that encourage me to travel to visit my friends and discovering with them the country they live and its culture. Speaking about the TFG conference, I wanted to pay tribute to the amazing team that they are. They organized those times for us to share our experience and talk about mental health, encouraging us to reflect over ourselves and our experience. Reminding us that being grateful daily start with the small things and that every single moment, conversations, sharing experiences matters and deserve to be listened and enjoyed . The team has been present and available all along to catch up through the highs and downs.



So thank you TFG for giving me faith again and reminding me how important is it to be grateful for what we have, and how important is it to share and connect with the others.

Operations and Finance Report for the Year Ended 31/7/2024

Director's Report 2024

Introduction I'm pleased to report on a successful year for the Charity, with a stable operational position both in terms of finance, staffing and volunteers. The efforts to consolidate our work have paid off, with a fully integrated staff structure that is effective for our work. The Charity's website has been revamped giving it a more user friendly, modern and professional aesthetic.

Volunteer recruitment Recruitment in the past year remained steady mainly through our sending partners and a smaller percentage from independent self-funding volunteers. In total we welcomed 68 volunteers, a good result considering the initial challenges in volunteer applications. Despite initial concerns regarding the increase in UK Visa and Immigration (NHS Surcharge) fees announced by the UK government in early 2023, there was no significant impact on recruitment numbers. Once again, we relied heavily on German and French sending partners referring candidates for the programme. We saw over nine nations represented including German, Hungary, Estonia, France, Brazil, Korea, America, Slovakia and China represented in the volunteer cohort.

Many volunteers for the year were funded through government volunteer schemes, which made access to international volunteering more affordable particularly for European candidates. Independent volunteers had to consider the high NHS surcharge fee plus other expenses a year abroad requires. This had an impact on the final numbers with some people postponing for a year to allow them time to raise the necessary funds. I'm pleased to report we were able to allocate a small bursary towards some of the independent, self-funding volunteers.

There was increased scrutiny of visa applications from UKVI for applicants and we did experience two visa refusals to African candidates. We remain mindful of the current political stance on immigration which has been reflected in the number of non-European applicants being refused visas.

International Partners Our international partnership work remained a priority as we continued to strengthen relationships that benefit the charity. Most of the EDYN (Ecumenical Diaconal Year Network) partners reported a marked decline in volunteer interest among young adults. There were several reasons cited for this including lack of commitment, young people opting to take up jobs, and mental health issues. As a network we continued to look at innovative ways to recruit young people on to their various programs including developing various social media campaigns. The network of partners continued to share good practice and support mutual efforts where possible. The addition of new sending partners in Korea, (Presbyterian Church in the Republic of Korea South); Africa (Lutheran Church SA) and South America (Fundación Doulos) yielded a more diverse group of volunteers.

Placement recruitment The range of placement partners remains wide and diverse. In the past year more churches in the UK have shown an interest in taking on volunteers, which has meant an increased number of volunteer placement organisations. We are continually looking to add to the range of placement opportunities that we offer our volunteers.

60th Anniversary As we approach TfG's jubilee in November 2025, we are focusing on celebrating the people and groups that have been involved with the charity over the last six decades. This will be achieved through online engagement campaigns, culminating in a celebration event in London, UK in November. We hope that this will bring about a resurgence of our work through the awareness campaign. We will continue to ensure our reputation as one of the leading Christian volunteering charities, providing opportunities and a legacy that has a lasting impact in people's lives.

Finally, in my capacity as Operational Director, I look forward to a future with new opportunities and possibilities for the charity and all its stakeholders.

Mary Makoni – Operational Director

Financial Performance

In 2023-2024 Time for God has continued to make excellent financial progress thanks to a growing number of volunteers and very careful stewardship of our financial reserve by our excellent staff team. We have managed to both pay off the requested repayment from our ECORYS grant and still managed to make an operating surplus. This is no inconsiderable achievement.

Our Finance Committee continues to monitor our performance on a month by month basis. Thanks in particular to former trustee John Evans who continues to support us with oversight of our finances and to our excellent Finance Officer Neil Ashton.

Our key financial strategies remain:

- Building our fundraising capacity – we look forward to using our upcoming 60th Anniversary to kick start these efforts
- Building our reserves – we are now well ahead of where we need to be
- Developing our team – in the coming year we have plans to add to our Field Staff team
- Getting better known – again we will use our 60th Anniversary to achieve this
- Strengthening our bursary scheme – something we have done in the current year.

From a current income level of c £280,000 we plan to work towards an income level of approaching £350,000 by the end of 2025 through growing volunteer numbers, increasing the number and types of placements and through generating fundraising income.

We have budgeted in to the coming year investment in new staff, a new website and new opportunities to present Time for God to a wider audience. We move forward with financial confidence.

Andrew Johnston - Treasurer
September 2024

Administrative and Legal Information

Charity's Objectives:

To promote and develop voluntary work, volunteering opportunities and other similar charitable activities for the benefit of the community and to advance the education, Christian faith and development of volunteers and others by providing training, development, advice, information and assistance.

TfG welcomes volunteers from all backgrounds. To admit a prospective volunteer to our programme we need to be satisfied that we will be able to provide a quality volunteering experience and help the volunteer to develop to the best of their potential. We fully expect each volunteer to also benefit their placement and the community where they are placed. Interviews and assessments are undertaken to satisfy TfG and the placements that potential volunteers are placed appropriately and that they can cope with the demands of living in a different culture and can benefit from the opportunity provided. An individual's economic status, gender, ethnicity, race, or disability do not form part of our recruitment process. We do not require volunteers to have any particular religious faith but ask all volunteers to be sympathetic to the values of the placement and be open to explore the Christian faith during their time of service.

TfG is an equal opportunity organisation and is committed to a working environment that is free from any form of discrimination on the grounds of colour, race, ethnicity, religion, sex, sexual orientation or disability. We will make reasonable adjustments to meet the needs of staff or volunteers who are or become disabled.

TfG is committed to safeguarding and promoting the welfare of its volunteers and expects all staff and volunteers in the organisation and in the placements to share this commitment. We maintain regular contact with volunteers at the training conferences and also in their placements throughout the year through regular field visits, and e-mail, social media and telephone contact with both the volunteer and their supervisor. Each volunteer is assigned a Field Officer from TfG, a Supervisor in their placement and a TfG 'Friend' who together are responsible for pastoral care and guidance in exploring their faith.

Access Policy

It is important to us that access to the volunteer opportunities we offer is not restricted to those who can afford our fees. We believe our volunteers benefit from serving within a diverse community, and that the communities and placements in which they serve benefit from being served by volunteers from diverse backgrounds.

The trustees have considered that they have complied with their legal obligations under charity and company law and with the Charity Commission's guidance in relation to public benefit.

Governance & Organisational Structure:

Time for God is a company limited by guarantee no 3971726 and registered Charity No 1101997 governed by its Memorandum and Articles of Association (incorporated 13th April 2000) as amended by special resolution dated 19th January 2004.

The liability of members is limited to £10 per member.

The appointment of Trustees Anyone interested in joining as a trustee is first asked to submit a CV and an expression of interest which is scrutinised by the Board. By mutual agreement an informal interview is scheduled with at least two current Board members and references are taken up. A recommendation is made to the trustees by the people carrying out the interview. The final decision to appoint a new trustee is taken at a Board meeting.

New trustees are often experienced and already familiar with the Charity, but if not they will be inducted into the role by the Trustees and will attend training courses if appropriate.

Time for God's Stakeholders

The following groups, bodies and people are stakeholders in Time for God:

- volunteers and participants in training programmes;
- the churches, charities and organisations with whom TfG volunteers are placed;
- the international partner organisations, which send TfG volunteers;
- Time for God staff and trustees.

Reserves:

Time for God has a policy of endeavouring to maintain reserves equivalent to six months nondiscretionary expenditure (staff and office costs) in order to cover contractual obligations and provide some security should income significantly fall. Trustees are pleased to report that

our current reserves once again meet this aspiration. The board commits to working to maintain these reserves in future financial plans.

Investments:

Any investment powers are contained in the constitution of the charity. Over the last year all cash reserves were held with the Cooperative Bank ensuring that no account exceeded the limits afforded by the Financial Services Compensation Scheme. The charity also has a WISE account to enable the easy transfer and payment money internationally. The charity has opened an interest bearing account in which the reserves are now held.

Risk Management

The Board considers that adequate risk management processes are in place for the organisation. These processes include an appraisal of the risks the organisation faces, both internally and externally, and actions to mitigate the affect on the organisation.

The principal risks considered are as follows:

Finance: As expected the European funding has now come to an end. A final repayment was made in April 2024. As has already been stated in the finance section of this report the strategy is to diversify income streams and to set a fee level that will be sustainable in the future. The fees will be increased again for the programme that is running from September 2025.

Staff Turnover: Our charity relies upon the skills and dedication of our small executive and staff team. The restructure of the staff team has now been completed and a committed staff team are in place. We ensure that we have the right balance of skills in place to efficiently, effectively and excellently to deliver our aims and objectives and to ensure that the quality of the volunteer experience is maintained. A further, half time, Field Officer post is being created to ensure that the needs of all volunteers can be supported and to safeguard the organisation in the case of a member of staff leaving or being off sick

Overseas Visas:

The cost to our volunteers coming to the UK has increased once again in the past year and now stands at by around £1,300 including NHS Surcharge and application fees for a 12-month period. This has had a particular impact on volunteers from poorer European nations. We continue to explore options that may assist volunteers in coming to our programme. The Charity offers the option of a six-month placement (when available) as this do not require volunteers to pay £1,035 NHS health surcharge for that period. The use of a bursary scheme to support volunteers from poorer countries continues to be developed.

Financial Controls: Cash Flow management remains key for us. We continue to look at ways to manage our expenditure and have tight financial controls in place. A working group of staff and trustees, meets monthly, to monitor the financial position of the organisation.

Reputation: The Time for God organisation has been successfully operating for over 50 years and has an excellent reputation in the volunteering world for its work. Nevertheless our reputation could potentially be adversely affected by one incident. We work hard therefore to maintain strong relationships with partners based upon regular, open communication and in particular have put mechanisms in place (including training, field visits, and safeguarding) to ensure our volunteers have a good experience whilst volunteering with us.

The Board and executive team endeavour to remain alert to these and other risks, and remain committed to take such action to mitigate them during the course of the upcoming year.

Reference and Administrative Information

Bankers:

The Cooperative Bank Plc
1 Balloon Street
Manchester
M60 4EP

Auditors:

VAST

The Dudson Centre
Hope Street
Hanley
Stoke-on-Trent
ST1 5DD

Approved by the Trustees on the 17th February 2025 and signed on their behalf by Peter Twilley (Chairperson)

PLTwilley 25/04/25

Trustees and Directors:

The following people served as trustees and directors of the company during the year and up to the date of approval of this report:

Pete Twilley
Nicholas Gould
Adrian Smith
Andrew Johnston
Jack Regan (Appointed 26 February 2024)
Ida Birungi (Appointed 26 February 2024)

Carol Murraine (Resigned 26 February 2024)

Posts Held:

Chair of Trustees: Pete Twilley
Treasurer: Andrew Johnston
Trustee for HR: Adrian Smith

All trustees give of their time freely and none of the trustees had any beneficial interest in the Charity during the year. In preparing their report, the trustees have taken advantage of the small companies' exemption under section 415A of the Companies Act 2006.

Trustees responsibilities in respect of the financial statements:

The Charity's trustees (who are also directors for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Charity's trustees to prepare financial statements for each year which 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 the financial statements, the trustees are required to:

• select suitable accounting policies and then apply them consistently;
• observe the methods and principles in the Charities SORP;
• make judgements and estimates that are reasonable and prudent;
• state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
• prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Statement as to disclosure of our auditors - In so far as the trustees are aware at the time of approving our trustees' annual report:

• there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the charitable company's auditor is unaware, and
• the trustees, having made enquiries of fellow directors and the charitable company's auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Time for God

Independent Examiner's Report to the trustees of Time for God ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 July 2024.

Responsibilities and basis of report

As the charity's trustees of the Company (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 Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your 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 Directions 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 , which is one of the listed bodies.

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

1. accounting records were not kept in respect of Time for God as required by section 386 of the 2006 Act; or
2. the accounts do not accord with 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 (FRS 102)].

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.

.....
Daryl Denson ACMA

Dudson Centre
Hope Street
Stoke-on-Trent
ST1 5DD

25/04/25
Date:.....

Time for God

Statement of Financial Activities for the Year Ended 31 July 2024 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Total 2024 £
Income and Endowments from:			
Donations and legacies	3	999	999
Charitable activities	4	273,029	273,029
Investment income	5	455	455
Total income		274,483	274,483
Expenditure on:			
Charitable activities	6	(228,947)	(228,947)
Total expenditure		(228,947)	(228,947)
Net income		45,536	45,536
Net movement in funds		45,536	45,536
Reconciliation of funds			
Total funds brought forward		67,247	67,247
Total funds carried forward		112,783	112,783

	Note	Unrestricted funds £	Total 2023 £
Income and Endowments from:			
Donations and legacies	3	6,423	6,423
Charitable activities	4	208,402	208,402
Total income		214,825	214,825
Expenditure on:			
Charitable activities	6	(164,480)	(164,480)
Total expenditure		(164,480)	(164,480)
Net income		50,345	50,345
Net movement in funds		50,345	50,345
Reconciliation of funds			
Total funds brought forward		16,902	16,902
Total funds carried forward		67,247	67,247

All of the charity's activities derive from continuing operations during the above two periods.

Time for God

(Registration number: 03971726)
Balance Sheet as at 31 July 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	12	-	666
Current assets			
Debtors	13	38,236	-
Cash at bank and in hand	14	111,163	68,663
		149,399	68,663
Creditors: Amounts falling due within one year	15	(36,616)	(2,082)
Net current assets		112,783	66,581
Net assets		112,783	67,247
Funds of the charity:			
Unrestricted income funds			
Unrestricted funds		112,783	67,247
Total funds		112,783	67,247

For the financial year ending 31 July 2024 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The financial statements on pages 4 to 17 were approved by the trustees, and authorised for issue on 25/04/25 and signed on their behalf by:

.....
Peter Twilley
Trustee

Time for God

Notes to the Financial Statements for the Year Ended 31 July 2024

1 Charity status

The charity is limited by guarantee, incorporated in , and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:
York Hub
Popeshead Court Offices
Peter Lane
York
YO1 8SU

2 Accounting policies

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

Statement of compliance
The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation
Time for God meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern
The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Exemption from preparing a cash flow statement
The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

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

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Investment income

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets
Individual fixed assets costing £500 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation
Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Furniture and Equipment	Reducing balance method at a rate of 33% per annum

Trade debtors
Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents
Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Borrowings
Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

Foreign exchange
Transactions in foreign currencies are recorded at the rate of exchange at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the balance sheet date are reported at the rates of exchange prevailing at that date.

The results of overseas operations are translated at the average rates of exchange during the period and their balance sheets at the rates ruling at the balance sheet date. Exchange differences arising on translation of the opening net assets and results of overseas operations are reported in other comprehensive income and accumulated in equity (attributed to non-controlling interests as appropriate).

Other exchange differences are recognised in the Statement of Financial Activities in the period in which they arise except for:

1) exchange differences on transactions entered into to hedge certain foreign currency risks (see above);

2) exchange differences arising on gains or losses on non-monetary items which are recognised in other comprehensive income; and

3) in the case of the consolidated financial statements, exchange differences on monetary items receivable from or payable to a foreign operation for which settlement is neither planned nor likely to occur (therefore forming part of the net investment in the foreign operation), which are recognised in other comprehensive income and reported under equity.

Fund structure
Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Pensions and other post retirement obligations
The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Financial instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.
Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

Fair value measurement

The best evidence of fair value is a quoted price for an identical asset in an active market. When quoted prices are unavailable, the price of a recent transaction for an identical asset provides evidence of fair value as long as there has not been a significant change in economic circumstances or a significant lapse of time since the transaction took place. If the market is not active and recent transactions of an identical asset on their own are not a good estimate of fair value, the fair value is estimated by using a valuation technique.

3 Income from donations and legacies

	Unrestricted funds General £	Total 2024 £
Donations and legacies;		
Donations from individuals	999	999
	999	999

	Unrestricted funds General £	Total 2023 £
Donations and legacies;		
Donations from individuals	6,423	6,423
	6,423	6,423

4 Income from charitable activities

	Unrestricted funds General £	Total 2024 £
Volunteers Fees	39,996	39,996
Placement Fees	233,033	233,033
	273,029	273,029

	Unrestricted funds General £	Total 2023 £
Volunteers Fees	1,498	1,498
Placement Fees	206,904	206,904
	208,402	208,402

5 Investment income

	Unrestricted funds General £	Total 2024 £
Interest receivable and similar income;		
Interest receivable on bank deposits	455	455
	455	455

Total 2023 £
-

6 Expenditure on charitable activities

	Direct Costs £	Support costs £	Governance Costs (see note 7) £	2024 £
Salaries	143,933	-	-	143,933
Employers NI	11,835	-	-	11,835
Pension	9,250	-	-	9,250
Staff Travel	233	-	-	233
Regional Finals	2,869	-	-	2,869
Volenteer Costs	2,417	-	-	2,417
Field Costs	3,352	-	-	3,352
Conference Costs	19,846	-	-	19,846
Development	3,912	-	-	3,912
ESC Payment	4,397	-	-	4,397
Subscriptions and memberships	-	836	-	836
Printing, postage and office supplies	-	7,843	-	7,843
Bank charges	-	710	-	710
Trustee meeting costs and expenses	-	201	-	201
Legal and professional fees	-	7,924	-	7,924
Independent Examination fee	-	-	1,200	1,200
Depreciation	-	666	-	666
Other expenses	-	7,046	-	7,046
Training	-	477	-	477
	202,044	25,703	1,200	228,947

Notes to the Financial Statements for the Year Ended 31 July 2024

	Activity undertaken directly £	Support costs £	Governance costs (see note 7) £	2023 £
Salaries	105,744	-	-	105,744
Employers NI	5,039	-	-	5,039
Pension	5,333	-	-	5,333
Staff Travel	1,955	-	-	1,955
Volenteer Costs	5,303	-	-	5,303
Field Costs	4,695	-	-	4,695
Conference Costs	16,790	-	-	16,790
Subscriptions and memberships	-	1,616	-	1,616
Printing, postage and office supplies	-	5,367	-	5,367
Bank charges	-	1,231	-	1,231
Legal and professional fees	-	7,624	-	7,624
Accountancy fees	-	-	90	90
Independent Examination fee	-	-	1,200	1,200
Depreciation	-	647	-	647
Other expenses	-	1,846	-	1,846
	144,859	18,331	1,290	164,480

£Nil (2023 - £Nil) of the above expenditure was attributable to unrestricted funds and £Nil (2023 - £Nil) to restricted funds.

In addition to the expenditure analysed above, there are also governance costs of £1,200 (2023 - £1,290) which relate directly to charitable activities. See note 7 for further details.

7 Analysis of governance and support costs

Governance costs

	Unrestricted funds General £	Total 2024 £
Independent examiner fees		
Examination of the financial statements	1,200	1,200
	1,200	1,200

	Unrestricted funds General £	Total 2023 £
Independent examiner fees		
Examination of the financial statements	1,200	1,200
Accountancy costs	90	90
	1,290	1,290

8 Trustees remuneration and expenses

During the year the charity made the following transactions with trustees:

Peter Twilley
£126 (2023: £Nil) of expenses were reimbursed to Peter Twilley during the year.

Reimbursment for out of pocket expenses

John Evans

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

9 Staff costs

The aggregate payroll costs were as follows:

	2024 £	2023 £
Staff costs during the year were:		
Wages and salaries	143,933	105,744
Social security costs	11,835	5,039
Pension costs	9,250	5,333
	165,018	116,116

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year was as follows:

	2024 No	2023 No
Charitable Activities	5	5

No employee received emoluments of more than £60,000 during the year.

10 Independent examiner's remuneration

	2024 £	2023 £
Examination of the financial statements	1,200	1,200

11 Taxation

The charity is a registered charity and is therefore exempt from taxation.

12 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 August 2023	12,942	12,942
At 31 July 2024	12,942	12,942
Depreciation		
At 1 August 2023	12,276	12,276
Charge for the year	666	666
At 31 July 2024	12,942	12,942
Net book value		
At 31 July 2024	-	-
At 31 July 2023	666	666

13 Debtors

	2024 £
Trade debtors	35,416
Prepayments	2,820
	38,236

14 Cash and cash equivalents

	2024 £	2023 £
Cash on hand	-	631
Cash at bank	35,602	43,032
Short-term deposits	75,456	25,000
Other cash and cash equivalents	105	-
	111,163	68,663

15 Creditors: amounts falling due within one year

	2024 £	2023 £
Other creditors	-	882
Accruals	1,200	1,200
Deferred income	35,416	-
	36,616	2,082

16 Analysis of net assets between funds

	Unrestricted funds General £	Total funds at 31 July 2024 £
Current assets	149,399	149,399
Current liabilities	(36,616)	(36,616)
Total net assets	112,783	112,783

	Unrestricted funds General £	Total funds at 31 July 2023 £
Tangible fixed assets	666	666
Current assets	68,663	68,663
Current liabilities	(2,082)	(2,082)
Total net assets	67,247	67,247

17 Related party transactions

There were no related party transactions in the year.

TfG 2024 Accounts for signing

Final Audit Report 2025-04-25

Created:	2025-04-25
By:	VAST Accounts (accounts@vast.org.uk)
Status:	Signed
Transaction ID:	CBJCHBCAABAAiUIeEbLimmuXPdCl3zVt_zhOjUKndK9G

"TfG 2024 Accounts for signing" History

Document created by VAST Accounts (accounts@vast.org.uk)
2025-04-25 - 10:32:23 AM GMT- IP address: 82.31.1.14

Document emailed to Pete Twilley (pete.twilley@gmail.com) for signature
2025-04-25 - 10:32:30 AM GMT

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Signature Date: 2025-04-25 - 11:38:21 AM GMT - Time Source: server- IP address: 82.31.1.14

Agreement completed.
2025-04-25 - 11:38:21 AM GMT

Adobe Acrobat Sign

TIME FOR GOD

England & Wales - Charity number 1101997

Accounts

Trustees' Annual Report & Financial Statements

for the year ended 31st July 2023

Registered Office

York Hub
Popes Head Court Offices
Peter Lane
York
YO1 8SU

Tel: 01904 373048

www.timeforgod.org

Registered Charity No. 1101997

Company Limited by Guarantee No. 3971726

Daryl Denson ACMA
Dudson Centre
Hope Street
Stoke-on-Trent
ST1 5DD

Time for God Trustees' Annual Report for the year ended 31 July 2023

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the period ended 31 July 2023.

Time for God is a registered charity No. 1101997 and a company limited by guarantee No. 3971726 2 Introduction The trustees who are also directors of Time for God (or "the Charity" or "TfG") for the purposes of the Company Law, present their annual report and financial statements of the Charity for the year ended 31st July 2023. The financial statements comply with the Charities Act 2011, the Companies Act 2006 and the Memorandum and Articles of Association.

They are in full compliance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 as updated through Update Bulletin 1 published on 2 February 2016.

Objectives of the Charity

The Charity's objects are to promote and develop voluntary work and volunteering opportunities and other similar charitable activities for the benefit of the community and to advance the education, Christian faith and development of volunteers and others by providing training, advice, information and assistance.

Our Mission Statement

TfG aims to improve lives through providing high quality volunteering opportunities for young people, in a Christian context.

Our Vision

TfG aims to be the foremost (based upon reputation, quality, & size) UK based Christian charity providing opportunities for growth and development of young people through volunteering.

Public Benefit

The Trustees confirm that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers and duties. The Trustees consider that all the activities of TfG are carried out for the public benefit.

About Time for God

Time for God exists to create an environment whereby volunteers are encouraged to explore and grow in the Christian faith through a programme of service, teaching, learning and personal reflection. It is one of the longest established ecumenical Christian volunteering organisations for young people in the UK. It works in partnership with churches and Christian organisations of all traditions across the world and with other European and International Voluntary Service Organisations.

Volunteering to explore ministry and mission TfG volunteers come from the UK, Europe, Africa, Asia, South America and the USA. The majority are aged between 18 and 25. They offer a year of their lives to work as full-time volunteers in diverse organisations in the UK, working with churches and community groups, residential care homes, hostels, schools and activity centres. They are provided with accommodation and food. They explore their faith, develop their skills, mature as people and make life-changing decisions about their future. They invariably enrich the lives of the people and communities they serve. TfG enables adults to engage in youth ministry where volunteers can give a year of service surrounded by a first-class support system. It gives volunteers the opportunities to experience God in places that are different. TfG challenges what they know and what they are used to and provides new encounters in living and loving others. TfG recruits and selects volunteers for the placements and provides training conferences, spiritual development programmes and field officer support. Training is an integral part of the programme. TfG also offers its services to young adults who want to discover what God has planned for them. TfG is exploring new ways of working to create further opportunities for people of all ages to explore their ministry and mission. For more information, please visit www.timeforgod.org

Chairperson of the Board of Trustees Report for the Year Ended 31st July 2023

It is with pleasure to be able to write this report at a time of great optimism for Time for God. Our recovery after COVID is now well underway. Through the hard work of the staff team and the Board we been able to achieve the numerical and financial targets that we set in our strategic recovery plan two years ago. In the past year we have welcomed over 60 young volunteers to the UK and are confident that in the coming year this number will increase again.

Challenges faced in 2022/3 This year however has not been without its challenges. In September 2022 Dave Magill, the Director, left after three years in post. We thank him for the work he did in helping us get through the years of Covid, Lockdowns and Furlough. Following his departure an interim structure was quickly put in place that gave us the opportunity and time to carefully consider a staffing structure for Time for God that was fit for purpose, affordable in terms of the new financial reality and also flexible enough to respond quickly to emerging opportunities for growth. By the end of the year we had put this structure in place and recruited the staff to it. We now have fully in place a very clear structure and a full staff team who are fully committed to Time for God and the success of our organisation in the coming years.

A further challenge has been the end of the support from the ECORYS programme of EU funding. Very soon we will have finished the relationship we have had with this programme and be able to plan ahead more easily without the added complication of external funding to support the programme and which has had complex and onerous reporting mechanisms.

Staffing Despite having many changes in personnel the staff team have done a great job in keeping TfG going through this transitional year. Mary Makoni did an excellent job as the Interim Director and has now been appointed as the Operational Director (the senior position) in the new structure. Neil Ashton has continued to ensure that the finances are very carefully managed and Stephen Adamson and Becky Burden (appointed to cover maternity leave for 12 months), faithfully supported the volunteers through their role as Field Officers. Marie Elisabeth McMahon has been appointed as the Field Team Co-ordinator in the new structure and has returned to work following maternity leave. The most recent additions to the team are Olly (Field Officer) and Hazel Medley (Team Administrator). It is so good to have a full team in place.

Partnerships Time for God is a partnership organisation and works with both international sending partners and placement partners. It is good to be know that despite the challenges to us of Brexit we have been able to maintain the partnerships we have with sending organisations. We have continued to be active members of the EDYN which has been a good source of encouragement, support and networking. We have developed a new partnership

with the Norwegian Mission Agency and the Diocese of Carlisle and are now exploring new partnerships in South America, Australia and other parts of the world.

Over the past year we have seen an increase in the number of churches considering again hosting volunteers. It has been good to see churches recovering from the longer term effects of Covid and looking at how they can host a volunteer to both, support the work that they are doing, and give a young person an opportunity to grow and develop.

As a Christian organisation we continue to be committed to working with churches and organisations from all different denominations and traditions. We seek to be inclusive and welcoming and support diverse young people in their development and growth. During their year giving 'time for God' we support both those who are on a journey of faith exploration and those who already have a strong faith.

Challenges for the coming year. As always there are challenges to be faced. It is increasingly hard for independent volunteers to come into the UK to volunteer particularly where they do not have the same level of economic support that volunteers from Europe and North America often receive. In view of this we are hoping to be able to increase our Bursary scheme and offer more opportunities to young people from poorer parts of the world. This can however be problematic as it is sometimes very difficult for volunteers from certain countries to gain visas to come to the UK to volunteer. Recruiting volunteers from the UK to volunteer in the UK remains an on-going challenge. However, we recognise the value of this and will be exploring ways to both encourage this, to make it more appealing and ways in which supporting this can be funded.

Nationally we are still facing high levels of inflation with the cost of living rising very fast. We have to be mindful of this as we continue to manage our finances very carefully. It is extremely encouraging that we are moving very fast to a position where we can fully meet our legal financial responsibilities. (Please refer to the treasurers report for further details.)

Looking ahead As we look ahead to 2023-2024 we are look forward positively and optimistically. We have already recruited and placed over 50 volunteers for September 2023 and there are further volunteers ready to start in January 2023. We continue to trust God we are guided and led as we continue to provide volunteering opportunities to young people to grow and develop.

Peter Twilley – Chairperson of the Board of Trustees

Volunteering with Time for God – the volunteers experience

It is always good to hear the experiences and the voice of our volunteers in our annual report. Here are three snapshots of volunteers who were with us last year. Fuller versions of their stories are included as Appendix 1 at the end of this report. They truly do give a snapshot of the value that volunteers get from giving a year of their time serving other people.

Kenan's Story



It's truly a privilege to serve in a role that allows me to contribute to the Time For God.

My experience as a Ministry Assistant at St'Mary Magdalene Church, Newark provided me with invaluable insights into the profound impact a faith community can have on the lives of individuals, particularly the youth and families. It was an honor to contribute to the spiritual growth and well-being of the congregation, and I look forward to continuing to serve in similar capacities in the future ….. It's truly special when a place provides not only opportunities for growth and service, but also a supportive and friendly community. It's evident that you value the care and dedication of the TFG staff….. My aspiration for the future is wanting to be involved with both the church and the community. My advice for new volunteers is both wise and encouraging. Trusting in your faith and following the light is a powerful guiding principle. With such a positive outlook, you're likely to make a meaningful impact on both individuals and communities.

but those who hope in the Lord will renew their strength.
They will soar on wings like eagles;they will run and not grow weary,
they will walk and not be faint.
Isaiah 40:31

Dorka's story



I'm Dorka Cziczo, (Hungarian) and I was a TfG volunteer in England from September 2022 to July 2023.

Before I came to England to volunteer: *I wasn't close to God, I did not know Bible stories/verses (just the most popular stories), I did not have enough self-confidence, couldn't make independent decisions, my problem solving skills were weak, I couldn't manage my time so I was always late everywhere, and most importantly, I didn't know what I want to do in the future...*

Now: *I got close to God as I started to read more the Bible, I have self-confidence now because I was able to fulfill many responsible tasks, I can make independent decisions without being influenced by the opinions of others, my problem solving skills have improved a lot as I had/ have to solve many things during my volunteer year, now I'm able to manage my time so I'm never late (only sometimes) and thanks to my work at Morley Victoria Primary School, I decided I want to be an English teacher in Hungary.*

I can cross many things off my bucket list, such as going to London, Scotland, attending important events (queen's funeral, king's coronation), going to many beautiful places within England. I would like to say a huge thank you to TfG as they made it possible for me to volunteer in England. These memories last a lifetime!

Jojo's Story



On the 2nd of September 2022 my adventure has started -

I have had an amazing year that brought me peace and healing. I had needed to get away from my hometown and my Time for God-year in London did not disappoint.

So what kind of work was I doing here? My placement was at Oxygen, a youth charity in Kingston upon Thames (that's southwest London). They engaged with young people in need and made sure to give them the support they needed. Among these young people were youngsters with autism, with Mental Health difficulties, with problems at school, with a challenging social background and many more ,,problems". Nobody was abandoned or ''too much'' here. Every single youth worker was amazing working with - I could really see their hearts beat for these kids.

But the work itself wasn't the only thing that God has blessed me

with - also the people that I got to meet and love. I had an amazing team at Oxygen and some of them are far more than just coworkers to me..... God has blessed me and like he promises in scripture he makes sure that we are always cared for!

I am also so endlessly grateful to have landed in London. London life is harsh and expensive but also so full of different cultures. I especially met a lot of Black people there and it made me value my own roots more. .....Now I LOVE being Black! I also loved it that many White Brits were so open-minded and loving towards the different non-White cultures. I feel in love with London and one day I will move there!

So all in all I had an amazing time here. I build meaningful platonic relationships, became mentally better, grew in independence and confidence, saw a lot of beautiful places in the UK and made a lot of fun (and also embarassing :D) memories. Thank you TFG for making this possible.

Rhoda's story - Rhoda Asomah's year at The Engine Room, Tottenham Hale, London.



Rhoda Asomah is a young Ghanaian student living in Germany who travelled to the UK in 2022 to take up a placement at St Francis at The Engine Room in Tottenham, the Church of England's first new church in London in 40 years.

Rhoda: *'Deciding to come to the UK and leave Germany was not a difficult decision. I've always been a curious person who likes to explore things outside my comfort zone. I'd been thinking to take a gap year. That was my dream. I chose London not only because I love big cities but because of the diversity. Through Time for God I was offered a placement at The Engine Room, an Anglican church and community centre in north London. At The Engine Room I have been involved in tasks as diverse as Messy Play, Homework Club, Pioneer Girlz and Pop-Up Café as well as managing a number of community events in Tottenham put on by The Engine Room.*
Volunteering with Time for God has challenged me in ways I never expected and allowed me to build connections with so many people that I otherwise wouldn't have the chance of knowing. I was brilliantly supported throughout the year by the fabulous Time for God staff team. I help with the Sunday church services too supporting a growing Junior church. And being in Tottenham my Placement Manager (and Time for God trustee) Andrew, a mad keen

Spurs supporter, enabled me not just to watch football at the new stadium but also got me two tickets to see the Beyoncé concert there in June 2023 – truly magical..
I have also taken the chance to spread my wings; taking for the first time solo trips to places like Northern Ireland and joining friends on long walks, visiting cafés in different London boroughs, going to markets, partying in Leicester Square or Shoreditch - I loved playing Volleyball and doing sports and one of my highlights was, when my team won our first Volleyball tournament in April.
My relationship with God has changed in a good way. He has been there on my journey from the beginning. I never thought I would find a church where I would feel so at home as I do at St Francis at The Engine Room. There is something unique at this church which I can't easily explain. To see a completely different approach to leading church and seeing how the church shapes the community and vice versa. As a result of my Time for God year I can say for sure that my passion is to work in community development. I plan to study social work. I love the wide variety of ways, in which social workers can develop their careers (also internationally) and help make meaningful difference in people's lives. My placement has taught me that there is so much I can do in life and that I shouldn't be afraid to take the next step. Thank you to all at The Engine Room and thank you to Time for God for making this great experience possible.

Operations and Finance Report for the Year Ended 31st July 2022

At the time of the last annual report, the world was still coming to terms with the impact of Covid. Different countries were dealing with pandemic's varying implications. Our placement partners in the UK were testing the waters, re-assessing need and their readiness to go back to 'normal'. Church placements in particular experienced plummeting attendance numbers, and the challenge for them was ways of bringing back congregations into the church buildings, therefore impacting their need for external volunteer services.

Brexit dealt a blow that meant European volunteers now had to apply for visas to do a volunteer year in the UK under the Tier 5 Charity visa. This has been a challenge for applicants who have to fund that extra expense for a UK Visa, impacting volunteer applications. For the first time applicants had to obtain travel documents as opposed to travelling to the UK with a national ID. This meant that sending partners were experiencing a drop in volunteer applications and were assessing and responding to volunteer readiness to confidently leave their countries after almost two years of isolation. The progress was slow, with sending partners also sighting a change in attitudes in young people, and the fall in the numbers of applications. Many reported prevalent mental health issues that young people were experiencing and mentioning this as a reason for withdrawing applications. We are grateful for sending partners who have worked hard to help many applicants navigate this change.

Amidst all the challenges, TfG remained steadfast and proactive in keeping in contact with partners, listening and helping them along the journey to accessing our services. In the end, we welcomed 54 in September 2022 plus an additional 10 volunteers who started in January 2023, an excellent result considering the initial challenges in volunteer applications. Independent volunteer applications were few and far between. American partner ELCA also experienced similar challenges, with recruitment numbers at their lowest in five years. Once again, we relied heavily on German and French sending partners to send the majority of volunteers. We were fortunate to welcome to the cohort two self- funding volunteers from Sri Lanka and Brazil, out of a total of five, the rest withdrew due to costs associated with committing to a year abroad. For the first time in five years, there were no applications from Hungarian partners, and this was as a result of Brexit and ESC not being available for funding.

At the start of the year there were a number of changes to the staff team which was a challenge for all, as the team was extremely slimmed down but despite this, the team persevered through the uncertainty and worked hard to achieve good results in extremely difficult circumstances. In addition to this the last year of reporting to Ecorys for ESC funding was not without its own challenges. With admirable determination, the team worked hard to resolve the level of money owed back to Ecorys to an accurate amount.

This past year has been one of consolidation. The Charity navigated major staff changes, and whilst implementing a new staff restructure carried on as business as usual. Now, with a fully operational team, the Charity has turned a corner. With the Charity's finances

reflecting positively, we look to the future with great optimism. Placements in the UK are on the increase with many churches signing up. This signals a real change in the tide from the past couple of years. We continue to work on diversifying our portfolio of UK placements and sending organisations to reflect the world we live in, and look forward to welcoming future cohorts of volunteers to reflect that diversity.

We are mindful that while things are looking up for placement recruitment in the UK, some of our sending organisations, are facing cuts in government funding, which will affect volunteer applications and ultimately the intake for the programme. However, as stated above, we are focused on development work, increasing network opportunities and fundraising in the UK which should counter any shortcomings from these partners. The Charity is on the right path to reach new heights in our work internationally, and locally. We will continue to ensure our reputation as one of the leading Christian volunteering charities, providing opportunities and the legacy that has a lasting impact in people's lives forever.

I would like to commend colleagues for their level of dedication and sheer drive to get things done during what was a tough year full of change and challenges. The staff team has worked tirelessly over this period of change and has demonstrated agility in the way it has worked. It has worked with focus and dedication to produce excellent pastoral care for volunteers and service to our partners. I am positive that with a full team, we will go on to do be even more successful.

Finally, in my capacity as Operational Director, I look forward to a future with new opportunities and possibilities for the charity and all its stakeholders.

Operational Director - Mary Makoni

September 2023

Financial Performance

In 2022-2023 Time for God has turned a financial corner, from a position in which we had less than adequate reserves to a position where we anticipate soon meeting our reserves requirement. As importantly we are now able to invest in important future opportunities and improving the pay and conditions of our employed staff. We have sadly had to accept that one of our ECORYS grants was not fully utilised and therefore in the coming financial year (2023-2024) we will be making repayments to the EU, but of a modest amount.

Our Finance Committee continues to monitor our performance on a month by month basis. Thanks in particular to former trustee John Evans who continues to support us with oversight of our finances and to our excellent Finance Officer Neil Ashton.

We shared with staff and trustees in September 2023 our key financial strategies going forward which include:

- Building our fundraising capacity
- Building our reserves
- Developing our team
- Getting better known
- Strengthening our bursary scheme.

From a current income level of c £200,000 we plan to work towards an income level of approaching £350,000 by the end of 2025 through growing volunteer numbers, increasing the number and types of placements and through generating fundraising income.

We will continue to have tight financial controls and regularly monitor the financial performance of our organisation. It is anticipated that in the coming year we will meet our financial reserves target.

Andrew Johnston
Treasurer
September 2023

Administrative and Legal Information

Charity's Objectives:

To promote and develop voluntary work, volunteering opportunities and other similar charitable activities for the benefit of the community and to advance the education, Christian faith and development of volunteers and others by providing training, development, advice, information and assistance.

TfG welcomes volunteers from all backgrounds. To admit a prospective volunteer to our programme we need to be satisfied that we will be able to provide a quality volunteering experience and help the volunteer to develop to the best of their potential. We fully expect each volunteer to also benefit their placement and the community where they are placed. Interviews and assessments are undertaken to satisfy TfG and the placements that potential volunteers are placed appropriately and that they can cope with the demands of living in a different culture and can benefit from the opportunity provided. An individual's economic status, gender, ethnicity, race, or disability do not form part of our recruitment process. We do not require volunteers to have any particular religious faith but ask all volunteers to be sympathetic to the values of the placement and be open to explore the Christian faith during their time of service.

TfG is an equal opportunity organisation and is committed to a working environment that is free from any form of discrimination on the grounds of colour, race, ethnicity, religion, sex, sexual orientation or disability. We will make reasonable adjustments to meet the needs of staff or volunteers who are or become disabled.

TfG is committed to safeguarding and promoting the welfare of its volunteers and expects all staff and volunteers in the organisation and in the placements to share this commitment. We maintain regular contact with volunteers at the training conferences and also in their placements throughout the year through regular field visits, and e-mail, social media and telephone contact with both the volunteer and their supervisor. Each volunteer is assigned a Field Officer from TfG, a Supervisor in their placement and a TfG 'Friend' who together are responsible for pastoral care and guidance in exploring their faith.

Access Policy

It is important to us that access to the volunteer opportunities we offer is not restricted to those who can afford our fees. We believe our volunteers benefit from serving within a diverse community, and that the communities and placements in which they serve benefit from being served by volunteers from diverse backgrounds.

The trustees have considered that they have complied with their legal obligations under charity and company law and with the Charity Commission's guidance in relation to public benefit.

Governance & Organisational Structure:

Time for God is a company limited by guarantee no 3971726 and registered Charity No 1101997 governed by its Memorandum and Articles of Association (incorporated 13th April 2000) as amended by special resolution dated 19th January 2004.

The liability of members is limited to £10 per member.

The appointment of Trustees Anyone interested in joining as a trustee is first asked to submit a CV, which is scrutinised by the Board. By mutual agreement an informal interview is scheduled and references are taken up. A final recommendation is made to the trustees. The final decision to appoint a new trustee is taken at a Board meeting.

New trustees are often experienced and already familiar with the Charity, but if not they will be inducted into the role by the Trustees and will attend training courses if appropriate.

Time for God's Stakeholders

The following groups, bodies and people are stakeholders in Time for God:

- volunteers and participants in training programmes;
- the Churches, Charities and Organisations with whom TfG volunteers are placed;
- the international partner organisations, which send TfG volunteers;
- Time for God staff and trustees.

Reserves:

Time for God has a policy of endeavouring to maintain reserves equivalent to six months nondiscretionary expenditure (staff and office costs) in order to cover contractual obligations and provide some security should income significantly fall. Trustees acknowledge that, due to the added strain of the global pandemic, our current reserves are increasing but as yet do not meet this aspiration but are adequate for the organisation's current position. The board commits to working to increase these reserves in future financial plans.

Investments:

Any investment powers are contained in the constitution of the charity. Over the last year all cash reserves were held with the Cooperative Bank ensuring that no account exceeded the limits afforded by the Financial Services Compensation Scheme. The charity also has a WISE account to enable the easy transfer and payment money internationally. The charity plans to open a further interest bearing account in which to place the reserves as these are rebuilt over the coming years.

Risk Management

The Board considers that adequate risk management processes are in place for the organisation. These processes include an appraisal of the risks the organisation faces, both internally and externally, and actions to mitigate the affect on the organisation.

The principal risks considered are as follows:

Finance: As expected the European funding has now come to an end. A final payment was received in 2021-2022. As has already been stated in the finance section of this report the strategy is to diversify income streams and to set a fee level that will be sustainable in the future. The fees were increased for the programme that is running from September 2022.

Staff Turnover: Our charity relies upon the skills and dedication of our small executive and staff team. The staff team has reduced in size during the past year and staff will need to work flexibly. We ensure that we have the right balance of skills in place to efficiently, effectively and excellently to deliver our aims and objectives and to ensure that the quality of the volunteer experience is maintained.

Overseas Visas: The UK has now lost access to free movement of EU citizens and all oversees volunteers are required to have visas. This now requires the processing of many more visa applications than has been the case in the past. The UK government has made changes to the visa system in light of this transition and this will impact upon our volunteers moving forward. Our ability to process these visas and access to the numbers of visas we require will be more than adequate.

The cost to our volunteers coming to the UK has increase by around £860 a year. This has had a particular impact on volunteers from poorer European nations. It is worth considering options that may assist volunteers in coming to our programme. Consideration continues to be given to offering a less than seven month programme as this significantly reduces the cost of volunteering in the UK. This is because a £624 health surcharge is not required. The use of a bursary scheme to support volunteers from poorer countries continues to be developed.

Financial Controls: Cash Flow management remains key for us. We continue to look at ways to reduce our expenditure and have tight financial controls in place. A working group of staff

and trustees, continues to meet monthly, to monitor the financial position of the organisation.

Reputation: The Time for God organisation has been successfully operating for over 50 years and has an excellent reputation in the volunteering world for its work. Nevertheless our reputation could potentially be adversely affected by one incident. We work hard therefore to maintain strong relationships with partners based upon regular open communication, and in particular have put mechanisms in place (including training, field visits, and safeguarding) to ensure our volunteers have a good experience whilst volunteering with us.

The Board and executive team endeavour to remain alert to these and other risks, and remain committed to take such action to mitigate them during the course of the upcoming year.

Reference and Administrative Information

Bankers:

The Cooperative Bank Plc
1 Balloon Street
Manchester
M60 4EP

Independent Examiner:

Daryl Denson ACMA VAST

The Dudson Centre
Hope Street
Hanley
Stoke-on-Trent
ST1 5DD

Trustees and Directors:

The following people served as trustees and directors of the company during the year and up to the date of approval of this report:

Pete Twilley
Nicholas Gould
Adrian Smith
Andrew Johnston
Carol Murraine

Posts Held:

Chairperson of Trustees: Pete Twilley
Treasurer: Andrew Johnston
Trustee for HR: Adrian Smith

All trustees give of their time freely and none of the trustees had any beneficial interest in the Charity during the year. In preparing their report, the trustees have taken advantage of the small companies' exemption under section 415A of the Companies Act 2006.

Approved by the Trustees on the 26th February 2024 and signed on their behalf by Peter Twilley (Chairperson)

PLTwilley Peter Leslie Twilley (Mar 19, 2024 16:13 GMT)

Time for God

Independent Examiner's Report to the trustees of Time for God ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 July 2023.

Responsibilities and basis of report

As the charity's trustees of the Company (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 Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your 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 Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of Time for God as required by section 386 of the 2006 Act; or
2. the accounts do not accord with 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 (FRS 102)].

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.



.....
Daryl Denson ACMA

Dudson Centre
Hope Street
Stoke-on-Trent
ST1 5DD

Date: 19/03/24

Time for God

Statement of Financial Activities for the Period from 1 September 2022 to 31 July 2023 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Total 2023 £
Income and Endowments from:			
Donations and legacies	3	6,423	6,423
Charitable activities	4	208,402	208,402
Total income		214,825	214,825
Expenditure on:			
Charitable activities	5	(164,480)	(164,480)
Total expenditure		(164,480)	(164,480)
Net income		50,345	50,345
Net movement in funds		50,345	50,345
Reconciliation of funds			
Total funds brought forward		16,902	16,902
Total funds carried forward		67,247	67,247

	Note	Unrestricted funds £	Total 2022 £
Income and Endowments from:			
Donations and legacies	3	5,894	5,894
Charitable activities	4	195,524	195,524
Total income		201,418	201,418
Expenditure on:			
Charitable activities	5	(172,063)	(172,063)
Total expenditure		(172,063)	(172,063)
Net income		29,355	29,355
Net movement in funds		29,355	29,355
Reconciliation of funds			
Total funds brought forward		(12,453)	(12,453)
Total funds carried forward		16,902	16,902

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2022 is shown in note .

Time for God

(Registration number: 03971726)
Balance Sheet as at 31 July 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	12	666	1,313
Current assets			
Debtors	13	-	649
Cash at bank and in hand	14	68,663	33,246
		68,663	33,895
Creditors: Amounts falling due within one year	15	(2,082)	(18,306)
Net current assets		66,581	15,589
Net assets		67,247	16,902
Funds of the charity:			
Unrestricted income funds			
Unrestricted funds		67,247	16,902
Total funds		67,247	16,902

For the financial period ending 31 July 2023 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the period in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The financial statements on pages 19 to 32 were approved by the trustees, and authorised for issue on 26th February 2024 ..... and signed on their behalf by:

Peter Leslie Twilley (Mar 19, 2024 16:13 GMT)

Peter Twilley
Trustee

The notes on pages 21 to 32 form an integral part of these financial statements.

Time for God

Notes to the Financial Statements for the Period from 1 September 2022 to 31 July 2023

1 Charity status

The charity is limited by guarantee, incorporated in , and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:
York Hub
Popeshead Court Offices
Peter Lane
York
YO1 8SU

2 Accounting policies

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

Statement of compliance
The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation
Time for God meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern
The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

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

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Government grants

Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised. Grants relating to assets are recognised over the expected useful life of the asset. Where part of a grant relating to an asset is deferred, it is recognised as deferred income.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets
Individual fixed assets costing £500 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation
Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Furniture and Equipment	Reducing balance method at a rate of 33% per annum

Trade debtors
Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents
Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Borrowings
Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

Foreign exchange
Transactions in foreign currencies are recorded at the rate of exchange at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the balance sheet date are reported at the rates of exchange prevailing at that date.

The results of overseas operations are translated at the average rates of exchange during the period and their balance sheets at the rates ruling at the balance sheet date. Exchange differences arising on translation of the opening net assets and results of overseas operations are reported in other comprehensive income and accumulated in equity (attributed to non-controlling interests as appropriate).

Other exchange differences are recognised in the Statement of Financial Activities in the period in which they arise except for:

1) exchange differences on transactions entered into to hedge certain foreign currency risks (see above);

2) exchange differences arising on gains or losses on non-monetary items which are recognised in other comprehensive income; and

3) in the case of the consolidated financial statements, exchange differences on monetary items receivable from or payable to a foreign operation for which settlement is neither planned nor likely to occur (therefore forming part of the net investment in the foreign operation), which are recognised in other comprehensive income and reported under equity.

Fund structure
Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Pensions and other post retirement obligations
The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Financial instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.
Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

Fair value measurement

The best evidence of fair value is a quoted price for an identical asset in an active market. When quoted prices are unavailable, the price of a recent transaction for an identical asset provides evidence of fair value as long as there has not been a significant change in economic circumstances or a significant lapse of time since the transaction took place. If the market is not active and recent transactions of an identical asset on their own are not a good estimate of fair value, the fair value is estimated by using a valuation technique.

3 Income from donations and legacies

	Unrestricted funds General £	Total 2023 £
Donations and legacies;		
Donations from individuals	6,423	6,423
	6,423	6,423

	Unrestricted funds General £	Total 2022 £
Donations and legacies;		
Donations from individuals	1,351	1,351
Grants, including capital grants;		
Government grants	4,543	4,543
	5,894	5,894

4 Income from charitable activities

	Unrestricted funds General £	Total 2023 £
Volunteers Fees	1,498	1,498
Placement Fees	206,904	206,904
	208,402	208,402

	Unrestricted funds General £	Total 2022 £
European Voluntary Service	58,807	58,807
Volunteers Fees	14,867	14,867
Placement Fees	121,850	121,850
	195,524	195,524

5 Expenditure on charitable activities

	Direct Costs £	Support costs £	Governance Costs (see note 7) £	2023 £
Salaries	105,744	-	-	105,744
Employers NI	5,039	-	-	5,039
Pension	5,333	-	-	5,333
Staff Travel	1,955	-	-	1,955
Volenteer Costs	5,303	-	-	5,303
Field Costs	4,695	-	-	4,695
Conference Costs	16,790	-	-	16,790
Subscriptions and memberships	-	1,616	-	1,616
Printing, postage and office supplies	-	5,367	-	5,367
Bank charges	-	1,231	-	1,231
Legal and professional fees	-	7,624	-	7,624
Accountancy fees	-	-	90	90
Independent Examination fee	-	-	1,200	1,200
Depreciation	-	647	-	647
Other expenses	-	1,846	-	1,846
	144,859	18,331	1,290	164,480

Notes to the Financial Statements for the Period from 1 September 2022 to 31 July 2023

	Activity undertaken directly £	Support costs £	Governance costs (see note 7) £	2022 £
Salaries	72,869	41,711	-	114,580
Employers NI	3,487	2,376	-	5,863
Pension	3,638	2,086	-	5,724
Staff Travel	945	-	-	945
Volenteers Pocket Money	8,826	-	-	8,826
Volenteer Costs	2,709	-	-	2,709
Field Costs	9,764	-	-	9,764
Conference Costs	6,630	-	-	6,630
Insurance	-	2,119	-	2,119
Subscriptions and memberships	-	167	-	167
Printing, postage and office supplies	-	5,065	-	5,065
Bank charges	-	1,387	-	1,387
Trustee meeting costs and expenses	-	-	587	587
Legal and professional fees	-	4,948	-	4,948
Accountancy fees	-	-	765	765
Independent Examination fee	-	-	1,200	1,200
Depreciation	-	647	-	647
Other expenses	-	137	-	137
	108,868	60,643	2,552	172,063

£Nil (2022 - £Nil) of the above expenditure was attributable to unrestricted funds and £Nil (2022 - £Nil) to restricted funds.

In addition to the expenditure analysed above, there are also governance costs of £1,290 (2022 - £2,552) which relate directly to charitable activities. See note 6 for further details.

6 Analysis of governance and support costs

Governance costs

	Unrestricted funds General £	Total 2023 £
Independent examiner fees		
Examination of the financial statements	1,200	1,200
Accountancy costs	90	90
	1,290	1,290

	Unrestricted funds General £	Total 2022 £
Independent examiner fees		
Examination of the financial statements	1,200	1,200
Trustees remuneration and expenses	587	587
Accountancy costs	765	765
	2,552	2,552

7 Government grants

HMRC Job retention scheme £nil - (2022: £4,543)
The amount of grants recognised in the financial statements was £- (2022 - £4,543).
There are no unfulfiled conditions
No other forms of government assistance have been received

8 Trustees remuneration and expenses

During the period the charity made the following transactions with trustees:

Peter Twilley
£Nil (2022: £82) of expenses were reimbursed to Peter Twilley during the period.

John Evans
£Nil (2022: £26) of expenses were reimbursed to John Evans during the period.

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

9 Staff costs

The aggregate payroll costs were as follows:

	2023 £	2022 £
Staff costs during the period were:		
Wages and salaries	105,744	114,580
Social security costs	5,039	5,863
Pension costs	5,333	5,724
	116,116	126,167

The monthly average number of persons (including senior management / leadership team) employed by the charity during the period was as follows:

	2023 No	2022 No
Charitable Activities	5	3
Administration of the Charity	-	3
	5	6

No employee received emoluments of more than £60,000 during the period.

10 Independent examiner's remuneration

	2023 £	2022 £
Examination of the financial statements	1,200	1,200

11 Taxation

The charity is a registered charity and is therefore exempt from taxation.

12 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 September 2022	12,942	12,942
At 31 July 2023	12,942	12,942
Depreciation		
At 1 September 2022	11,629	11,629
Charge for the year	647	647
At 31 July 2023	12,276	12,276
Net book value		
At 31 July 2023	666	666
At 31 August 2022	1,313	1,313

13 Debtors

	2023 £	2022 £
Prepayments	-	649

14 Cash and cash equivalents

	2023 £	2022 £
Cash on hand	631	631
Cash at bank	43,032	32,615
Short-term deposits	25,000	-
	68,663	33,246

15 Creditors: amounts falling due within one year

	2023 £	2022 £
Other creditors	882	882
Accruals	1,200	1,200
Deferred income	-	16,224
	2,082	18,306

	2022 £
Deferred income at 1 September 2022	(35,843)
Resources deferred in the period	(16,224)
Amounts released from previous periods	35,843
Deferred income at year end	(16,224)

16 Analysis of net assets between funds

	Unrestricted funds General £	Total funds at 31 July 2023 £
Tangible fixed assets	666	666
Current assets	43,663	43,663
Current liabilities	(2,082)	(2,082)
Total net assets	42,247	42,247

17 Related party transactions

There were no related party transactions in the period.

TfG Accounts 31 7 23

Final Audit Report 2024-03-19

Created:	2024-03-19
By:	VAST Accounts (accounts@vast.org.uk)
Status:	Signed
Transaction ID:	CBJCHBCAABAA_lMx6E86sk4slvrI-AsWCjTl20Mreqr2

"TfG Accounts 31 7 23" History

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Signer pete.twilley@gmail.com entered name at signing as Peter Leslie Twilley
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TIME FOR GOD

England & Wales - Charity number 1101997

Accounts



Time For God

(A company limited by guarantee)

Trustees' Annual Report & Financial Statements

for the year ended 31st August 2022

Registered Office

York Hub
Popes Head Court Offices
Peter Lane
York
YO1 8SU

Tel: 01904 373048

www.timeforgod.org

Registered Charity No. 1101997

Company Limited by Guarantee No. 3971726

Daryl Denson ACMA
Dudson Centre
Hope Street
Stoke-on-Trent
ST1 5DD

Time for God

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Time for God

Reference and Administrative Details

Trustees

Andrew Johnston

Nicholas Gould

Adrian Smith

Peter Twilley

Carolanne Murraine

Charity Registration Number

1101997

Company Registration Number

03971726

Registered Office

York Hub
Popeshead Court Offices
Peter Lane
York
YO1 8SU

Bankers:

The Cooperative Bank Plc
1 Balloon Street
Manchester
M60 4EP

Independent Examiner

Daryl Denson ACMA
Dudson Centre
Hope Street
Stoke-on-Trent
ST1 5DD

Time For God

Chairperson of the Board of Trustees Report for the Year Ended 31st August 2022

It is with great thanks that we can report that it appears that the worst of Covid is now past and our plan to rebuild after the difficulties of the past few years is coming to fruition. In September 2021 we were able to recruit over 40 volunteers and by August 2022 had been able to run a year long programme.

However it hasn't been a year without its problems and difficulties. In September 2021 the ongoing travel restrictions meant that volunteers from some of our partners were not able to travel to the UK and internal UK restrictions meant that many of our placements were not able to fully open again. The ongoing uncertainty at the time meant that many were not able to offer placements as they had previously done. By the end of the year in August 2022 we are extremely thankful that we are now in the position where placements are both continuing to reopen again and the travel and other restrictions that were in place have now been lifted.

Once again it was only with the support provided by the furlough scheme and the commitment of everyone that we have been able to carry on the work of the charity. Some support from furlough continued to October 2021. It has been another year where everyone, both the staff and trustees, have had to work extremely hard and with great agility, to ensure that our organisation has survived. Further detail of what this has involved in this have been included in the operational section of the report.

Very careful financial management over the last three years has put us in a position where we have not only survived but have started to grow again. 2021-22 was the first time in three years that we were able to both cover our costs with our income and start to rebuild our reserves. We still need to remain aware of our costs particularly at this time of rising prices and high inflation.

After the first year of the strategic plan, agreed in 2021, we are progressing well with our recovery and are on track to meet most of the elements of the strategy and the targets that were set out. We were able to baseline our volunteers in 2021-22 and have already met our target for increased numbers for 2022-23. Clearly there is still a lot of hard work to do but it is good to see progress to rebuild TfG already being made.

During the year there were a number of changes in the trustees. During the year John Evans and Thelma Commey stepped down as trustees. We are currently in the process of recruiting more Trustees to serve on the Board. During the year there have been considerable changes in the staff team with Andrea Cliff, Tom Ranger, Phoebe Chevassut and in late August, Dave Magill moving on to roles elsewhere. We thank them all for their

work and their commitment over this very difficult time for TfG and wish them every blessing in their new work and roles.

We have been fortunate to recruit Stephen Adamson and Becky Burdon to the team as Field Officers and look forward to seeing their impact upon the organisation. In August Mary Makoni was appointed as Interim Director following Dave Magill's departure. This interim arrangement has been made to ensure continuity and give the Board the necessary time to make decisions on future staffing requirements. We thank our other staff members, Neil Ashton for his rigorous work on finance and administration and for Marie-Elisabeth taking a lead with the Field Team following the departure of Phoebe.

Time for God can only survive with the support of the partner organisations that we work with. This includes both the churches and organisations in this country who host volunteers and our international partners who support young people from their countries in coming to volunteer in the United Kingdom. Once again we thank them all for their support and understanding throughout the difficult times that we have faced. It is to the credit of the staff team that we continue to have an extremely good relationships with all our partners. We remain committed to supporting and being part of the EDYN network, (Ecumenical Diaconal Year Network).

As we look ahead to 2022-2023 we can look forward with optimism. We have already recruited over 50 volunteers to start in September 2022 and it is hoped that there will be further volunteers starting in January 2023. New partnerships are being developed both with sending organisations and placements. We hope and trust though that we are able to diversify our funding sources and secure additional money to support young volunteers from both the poorer countries in Europe and from other developing countries to be able to come and share a year of service in the UK. We are seeking to secure funding through grants and trusts in order to help us speed up regrowth and move us to quickly to a position of increased stability and sustainability. The challenges that Brexit continue to present to volunteers have been laid out in the next section of this report.

Moving into the future we remain positive and optimistic and continue to trust that God will guide and lead us as we continue to look ahead to the future

Peter Twilley – Chairperson of the Board of Trustees

Time for God

Trustees' Annual Report (Incorporating the Directors Report)

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 August 2022.

Time for God is a registered charity No. 1101997 and a company limited by guarantee No. 03971726

Objectives of the Charity

The Charity's objects are to promote and develop voluntary work and volunteering opportunities and other similar charitable activities for the benefit of the community and to advance the education, Christian faith and development of volunteers and others by providing training, advice, information and assistance.

Our Mission Statement

TfG aims to improve lives through providing high quality volunteering opportunities for young people, in a Christian context.

Our Vision

TfG aims to be the foremost (based upon reputation, quality, & size) UK based Christian charity providing opportunities for growth and development of young people through volunteering.

Public Benefit

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

About Time for God

Time for God exists to create an environment whereby volunteers are encouraged to explore and grow in the Christian faith through a programme of service, teaching, learning and personal reflection. It is one of the longest established ecumenical Christian volunteering organisations for young people in the UK. It works in partnership with churches and Christian organisations of all traditions across the world and with other European and International Voluntary Service Organisations.

Volunteering to explore ministry and mission TfG volunteers come from the UK, Europe, Africa, Asia, South America and the USA. The majority are aged between 18 and 25. They offer a year of their lives to work as full-time volunteers in diverse organisations in the UK,

working with churches and community groups, residential care homes, hostels, schools and activity centres. They are provided with accommodation and food. They explore their faith, develop their skills, mature as people and make life-changing decisions about their future. They invariably enrich the lives of the people and communities they serve. TfG enables adults to engage in youth ministry where volunteers can give a year of service surrounded by a first-class support system. It gives volunteers the opportunities to experience God in places that are different. TfG challenges what they know and what they are used to and provides new encounters in living and loving others. TfG recruits and selects volunteers for the placements and provides training conferences, spiritual development programmes and field officer support. Training is an integral part of the programme. TfG also offers its services to young adults who want to discover what God has planned for them. TfG is exploring new ways of working to create further opportunities for people of all ages to explore their ministry and mission. For more information, please visit www.timeforgod.org

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:
Chloe Lewis (resigned 7 June 2022)
Andrew Johnston
Nicholas Gould
John Evans (resigned 7 June 2022)
Adrian Smith
Peter Twilley
Carolanne Murraine
Thelma Commey (resigned 7 June 2022)

Posts Held:

Chairperson of Trustees: Pete Twilley
Treasurer: Andrew Johnston
Trustee for HR: Adrian Smith

All trustees give of their time freely and none of the trustees had any beneficial interest in the Charity during the year.

Time for God

Trustees' Annual Report (Incorporating the Directors Report)

Volunteering with Time for God – this was my experience

Márta Vaczó



My name is Márta Vaczó and one thing you should know about me is that I am always very happy to share stories about my gap year in the UK which has changed me a great deal. I didn't have many expectations before I applied to Time for God through my Hungarian organisation, only that I wanted to help and volunteer among people in a place that has Christian ethos.

My placement was Morley Community Church and it fitted my expectations perfectly. Morley Community Church is a small congregation of evangelical people in West Yorkshire, Morley, the centre of the universe. Yes, that's what my supervisor used to tell me a lot, and since I lived there a year – I am telling it to everyone too.

My work At the church I was involved in a lot of social and physical work – I helped in charity shops, I talked to elderly people on coffee mornings, I went to a primary school to help teachers in the classroom. I helped to lead youth clubs for teenagers, organise events and be a part of a church camp at summer (which has been one of my favourite memories of the whole year). I did a lot of gardening, teaching, and baking. I pushed a shopping cart full of plants and I carried ladders and shelves on the streets of Morley.

What did I learn I learnt how to make Yorkshire pudding and scones, I experienced English Christmas and the Queen's Jubilee celebrations and I got to play Punch and Judy. I travelled a lot, been to the seaside for the first time in my life, I visited other volunteers, hiked a lot in Yorkshire national parks. I have made a lot of memories and relationships. I learnt to be confident speaking a foreign language and experienced living in another country for a long time – far away from home. I became more independent and confident in daily life and these are the skills I am still using today. Since I spent a lot of time with people due to my work, I feel like I am more confident in work with children or when it comes to leading a conversation at a youth group and I also pay more attention to elderly people around me. My social skills have improved a lot which I am very thankful for.
I also grew in faith which comes naturally after volunteering a year among Christian people. I got to understand that it is secondary which denomination you belong to, but wherever the Gospel is spoken, that community will bloom. I learnt and lived that God really works for the good of those who believe in Him. I learnt how to be alone and not lonely and I learnt how to pray, wait and trust.
This experience of taking a year out and volunteering for others has given me practical skills for life, it has given me life-long relationships – even international ones- and it has given me memories no one can take away. I could write and share a lot more of my year but let me

leave you with this: I encourage you to do the same, go abroad, travel, experience, help and love others and let God transform you for who He wants you to be.

Gifty Asare



Placement: Didcot Baptist Church

Work Involved In: Assisted with coffee break, welcome break, babies and toddlers' group, pins and needles (crochet group), food bank, youth groups, girls brigade.

Expectations of The Year Abroad I was hoping to meet new people, make new friends, learn about different culture and food, acquire new skills through the program and gain experience.

Skills And Experience Gained I am much more confident now in approaching people and speaking with them, am able to engage young adults in various ways; be it bible studies, going on trips, sharing problems and offering solutions among other. I learned knitting; made a scurf and a hat.

How Am Using Skills Gained Am confident in asserting my views with regards to issues and conversions am involved in. Currently finished with my Masters; I was able to draw reference from both Ghana and UK in analyzing problems and proposing solutions with regards to my research work and various assignments given me.

Favourite Memory/ Experience My favourite memory was few days to Christmas; the church organized a carol service for children with special needs. The kids performed a drama about the birth of Jesus, sung songs and other recitals. It was a delight seeing these kids happy and praising God despite their condition and situation. I was so blessed that night.

I was happy about going to United Kingdom and volunteering. Leaving my family and friends behind was not easy and I was uncertain of how my new environment would be like. My placement and host family received me and showed me so much love and care that I barely missed home. I hope most young adult all over the world gets the opportunity to partake in this awesome experience and also other avenues or support is created for individuals who support themselves and don't come through any sending organization after they return to their home country

Time for God

Trustees' Annual Report (Incorporating the Directors Report)

Operations and Finance Report for the Year Ended 31st August 2022

In our last annual report we were coming to the end of a second very difficult year, not just for TFG but for the entire charity and voluntary sector. International travel had been heavily impacted both by the pandemic and by Brexit and that had impacted upon TFG in a particularly significant way. We were, however, hopeful for the coming year as we were expecting to welcome around 40 volunteers to the UK in September 2021. We are thankful that that prediction came true and we were able to see a cohort of volunteers serving across the UK.

Our 2021/2022 programme, as with the previous year relied heavily on our French partner VISA, our Hungarian partner ODE with some others from Germany but not at our usual levels. We were also very fortunate to have had a group of volunteers as part of the European Solidarity Programme. We are grateful for this final stage of the ESC grant, though it came with added complications, as it enabled us to continue with the smaller staff team we had but also to move forward with rebuilding towards our previous levels.

We started the year with the staff on partial furlough and working an average of 1-day per week. It is from this very limited position, which ran until October 2021, that we managed to deliver this programme. That is something that must be acknowledged and the staff must be praised for the work they put in, in very restrictive circumstances, to bring this programme to fruition.

We also continued to face the challenge of Brexit and the loss of free movement of people from the European Union. The levels of visa sponsorship required have risen exponentially and the added cost to volunteers has led to those from more economically challenged parts of Europe to withdraw their applications. This has particularly impacted Hungarian recruitment. Credit must go to Mary Makoni for her work in providing certificates of sponsorship to such a large group of volunteers. Consideration of how to mitigate this impact was given for future programmes, as will be seen in the 2022/2023 programme and bursaries were created for some volunteers which has enabled them to come to the UK.

We were delighted to be able to have our first in-person conference in February 2022 at Pioneer Centre. We were reminded of the huge difference that face to face interactions with volunteers make and it was a welcome landmark moment for the team. The volunteers all reported that the conference was helpful to them in a wide range of ways. We must never underestimate the impact that supportive, in person, contact can make to a volunteer. We were also pleased to restore in person placement and volunteer visits this year.

We look to the future with positivity as our placement numbers and volunteer numbers continue to bounce back towards pre-pandemic and Brexit levels. We are actively seeking new partnerships and have been delighted to see German Volunteer Service added to our

list of partners. We are also in early days of seeing a new three-way partnership between Carlisle Diocese and Norwegian Mission Society.

This year can be defined as a recovery year, in which our programme, staff structures, and finances began to move towards security. It has been a lot of hard work for the staff and board but it has paid off and we end the year in a hopeful mood and expect to see a larger cohort of volunteers in the UK by the end of September.

Dave Mcgill – Director

Time for God

Trustees' Annual Report (Incorporating the Directors Report)

Financial Performance

In 2021-2022 we continued to manage the finances very carefully. Both the ongoing pandemic and Brexit have made things very difficult. However, this year we are able to report that for the first time in several years we have been able to end the year with a surplus.

Following on from the actions that had to be taken in the previous year steps continued to be taken to ensure that we ended the year in that position and remained financially viable. Actions included:

- making as much use as possible of government support in furloughing staff without compromising either the quality, integrity or the momentum of the organisation;
- operating without an office base with all the staff team working from home;
- increasing the placement fees;
- reducing travel and undertaking all recruitment on-line and placement visits.

As we look ahead to the coming year we hope that we can, as set out in our strategic plan, secure a greater diversity of income streams in order to provide greater financial security and sustainability'. Three key actions in relation to this are:

- continuing to increase the reserves of the organisation;
- apply for grants for specific projects that support the delivery of our objectives, mission and vision;
- increase the donor base from past volunteers and others.

As we look ahead to the coming year we have to remain financially diligent as the world continues its adaptation to and recovery from COVID and we, in the UK, continue to adjust to the challenging effects of Brexit. We will continue to have tight financial controls and regularly monitor the financial performance of our organisation. It is anticipated that in the coming year once again we will be in the position to grow our financial reserves.

Time for God

Trustees' Annual Report (Incorporating the Directors Report)

Administrative and Legal Information

Charity's Objectives:

To promote and develop voluntary work, volunteering opportunities and other similar charitable activities for the benefit of the community and to advance the education, Christian faith and development of volunteers and others by providing training, development, advice, information and assistance.

TfG welcomes volunteers from all backgrounds. To admit a prospective volunteer to our programme we need to be satisfied that we will be able to provide a quality volunteering experience and help the volunteer to develop to the best of their potential. We fully expect each volunteer to also benefit their placement and the community where they are placed. Interviews and assessments are undertaken to satisfy TfG and the placements that potential volunteers are placed appropriately and that they can cope with the demands of living in a different culture and can benefit from the opportunity provided. An individual's economic status, gender, ethnicity, race, or disability do not form part of our recruitment process. We do not require volunteers to have any particular religious faith but ask all volunteers to be sympathetic to the values of the placement and be open to explore the Christian faith during their time of service.

TfG is an equal opportunity organisation and is committed to a working environment that is free from any form of discrimination on the grounds of colour, race, ethnicity, religion, sex, sexual orientation or disability. We will make reasonable adjustments to meet the needs of staff or volunteers who are or become disabled.

TfG is committed to safeguarding and promoting the welfare of its volunteers and expects all staff and volunteers in the organisation and in the placements to share this commitment. We maintain regular contact with volunteers at the training conferences and also in their placements throughout the year through regular field visits, and e-mail, social media and telephone contact with both the volunteer and their supervisor. Each volunteer is assigned a Field Officer from TfG, a Supervisor in their placement and a TfG 'Friend' who together are responsible for pastoral care and guidance in exploring their faith.

Access Policy

It is important to us that access to the volunteer opportunities we offer is not restricted to those who can afford our fees. We believe our volunteers benefit from serving within a diverse community, and that the communities and placements in which they serve benefit from being served by volunteers from diverse backgrounds.

Time for God

Trustees' Annual Report (Incorporating the Directors Report)

Governance & Organisational Structure:

Time for God is a company limited by guarantee no 3971726 and registered Charity No 1101997 governed by its Memorandum and Articles of Association (incorporated 13th April 2000) as amended by special resolution dated 19th January 2004.

The liability of members is limited to £10 per member.

The appointment of Trustees Anyone interested in joining as a trustee is first asked to submit a CV, which is scrutinised by the Board. By mutual agreement an informal interview is scheduled and references are taken up. A final recommendation is made to the trustees. The final decision to appoint a new trustee is taken at a Board meeting.

New trustees are often experienced and already familiar with the Charity, but if not they will be inducted into the role by the Trustees and will attend training courses if appropriate.

Time for God's Stakeholders

The following groups, bodies and people are stakeholders in Time for God:

- volunteers and participants in training programmes;
- the Churches, Charities and Organisations with whom TfG volunteers are placed;
- the international partner organisations, which send TfG volunteers;
- the British Council and Ecorys UK, who administer the European Solidarity Corps (Erasmus+) in the UK;
- Time for God staff and trustees.

Reserves:

Time for God has a policy of endeavouring to maintain reserves equivalent to six months nondiscretionary expenditure (staff and office costs) in order to cover contractual obligations and provide some security should income significantly fall. Trustees acknowledge that, due to the added strain of the global pandemic, our current reserves are increasing but as yet do not meet this aspiration but are adequate for the organisation's current position. The board commits to working to increase these reserves in future financial plans.

At the period end reserves were £15,589 (2021: (£14,413)).

Investments:

Any investment powers are contained in the constitution of the charity. Over the last year all cash reserves were held with the Cooperative Bank ensuring that no account exceeded the limits afforded by the Financial Services Compensation Scheme. The charity also has a WISE account to enable the easy transfer and payment money internationally. The charity plans to open a further interest bearing account in which to place the reserves as these are rebuilt over the coming years.

Risk Management

The Board considers that adequate risk management processes are in place for the organisation. These processes include an appraisal of the risks the organisation faces, both internally and externally, and actions to mitigate the affect on the organisation.

The principal risks considered are as follows:

Finance: As expected the European funding has now come to an end. A final payment was received in 2021-2022. As has already been stated in the finance section of this report the strategy is to diversify income streams and to set a fee level that will be sustainable in the future. The fees were increased for the programme that is running from September 2022.

Staff Turnover: Our charity relies upon the skills and dedication of our small executive and staff team. The staff team has reduced in size during the past year and staff will need to work flexibly. We ensure that we have the right balance of skills in place to efficiently, effectively and excellently deliver our aims and objectives and to ensure that the quality of the volunteer experience is maintained.

Overseas Visas: The UK has now lost access to free movement of EU citizens and all oversees volunteers are required to have visas. This now requires the processing of many more visa applications than has been the case in the past. The UK government has made changes to the visa system in light of this transition and this will impact upon our volunteers moving forward. Our ability to process these visas and access to the numbers of visas we require will be more than adequate.

The cost to our volunteers coming to the UK has increase by around £860 a year. This has had a particular impact on volunteers from poorer European nations. It is worth considering options that may assist volunteers in coming to our programme. Consideration continues to be given to offering a less than seven month programme as this significantly reduces the cost of volunteering in the UK. This is because a £624 health surcharge is not required. The use of a bursary scheme to support volunteers from poorer countries continues to be developed.

Financial Controls: Cash Flow management remains key for us. We continue to look at ways to reduce our expenditure and have tight financial controls in place. A working group of staff and trustees, continues to meet monthly, to monitor the financial position of the organisation.

Reputation: The Time for God organisation has been successfully operating for over 50 years and has an excellent reputation in the volunteering world for its work. Nevertheless our reputation could potentially be adversely affected by one incident. We work hard therefore to maintain strong relationships with partners based upon regular open communication, and in particular have put mechanisms in place (including training, field visits, and safeguarding) to ensure our volunteers have a good experience whilst volunteering with us.

The Board and executive team endeavour to remain alert to these and other risks, and remain committed to take such action to mitigate them during the course of the upcoming year.

Small companies provision statement

In preparing their report, the trustees have taken advantage of the small companies' exemption under section 415A of the Companies Act 2006.

Approved by the Trustees on the 6th March 2023 and signed on their behalf by Peter Twilley (Chairperson)

PLTwilley 24th May 2023

Time for God

Independent Examiner's Report to the trustees of Time for God ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 August 2022.

Responsibilities and basis of report

As the charity's trustees of the Company (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').

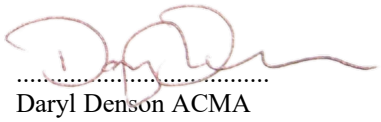
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act').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

Independent examiner's statement

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

1. accounting records were not kept in respect of Time for God as required by section 386 of the 2006 Act; or
2. the accounts do not accord with 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 (FRS 102)].

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.



.....
Daryl Denson ACMA

Dudson Centre
Hope Street
Stoke-on-Trent
ST1 5DD

Date: 26/05/2023

Time for God

Statement of Financial Activities for the Year Ended 31 August 2022 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Total 2022 £
Income and Endowments from:			
Donations and legacies	3	5,894	5,894
Charitable activities	4	195,524	195,524
Total income		201,418	201,418
Expenditure on:			
Charitable activities	5	(172,063)	(172,063)
Total expenditure		(172,063)	(172,063)
Net income		29,355	29,355
Net movement in funds		29,355	29,355
Reconciliation of funds			
Total funds brought forward		(12,453)	(12,453)
Total funds carried forward		16,902	16,902

	Note	Unrestricted funds £	Total 2021 £
Income and Endowments from:			
Donations and legacies	3	71,325	71,325
Charitable activities	4	95,876	95,876
Total income		167,201	167,201
Expenditure on:			
Charitable activities	5	(190,291)	(190,291)
Total expenditure		(190,291)	(190,291)
Net expenditure		(23,090)	(23,090)
Net movement in funds		(23,090)	(23,090)
Reconciliation of funds			
Total funds brought forward		10,637	10,637
Total funds carried forward		(12,453)	(12,453)

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2021 is shown in note .

Time for God

(Registration number: 03971726)
Balance Sheet as at 31 August 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	13	1,313	1,960
Current assets			
Debtors	14	649	2,046
Cash at bank and in hand	15	33,246	27,598
		33,895	29,644
Creditors: Amounts falling due within one year	16	(18,306)	(44,057)
Net current assets/(liabilities)		15,589	(14,413)
Net assets/(liabilities)		16,902	(12,453)
Funds of the charity:			
Unrestricted income funds			
Unrestricted funds		16,902	(12,453)
Total funds		16,902	(12,453)

For the financial year ending 31 August 2022 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The financial statements on pages 18 to 31 were approved by the trustees, and authorised for issue on 6 March 2023 and signed on their behalf by:

....PLTwilley.....

Peter Twilley
Trustee

1 Charity status

The charity is limited by guarantee, incorporated in , and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:
York Hub
Popeshead Court Offices
Peter Lane
York
YO1 8SU

2 Accounting policies

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

Statement of compliance
The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation
Time for God meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern
The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

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

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Government grants

Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised. Grants relating to assets are recognised over the expected useful life of the asset. Where part of a grant relating to an asset is deferred, it is recognised as deferred income.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets
Individual fixed assets costing £500 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation
Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Furniture and Equipment	Reducing balance method at a rate of 33% per annum

Trade debtors
Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents
Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Borrowings
Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

Foreign exchange
Transactions in foreign currencies are recorded at the rate of exchange at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the balance sheet date are reported at the rates of exchange prevailing at that date.

The results of overseas operations are translated at the average rates of exchange during the period and their balance sheets at the rates ruling at the balance sheet date. Exchange differences arising on translation of the opening net assets and results of overseas operations are reported in other comprehensive income and accumulated in equity (attributed to non-controlling interests as appropriate).

Other exchange differences are recognised in the Statement of Financial Activities in the period in which they arise except for:

1) exchange differences on transactions entered into to hedge certain foreign currency risks (see above);

2) exchange differences arising on gains or losses on non-monetary items which are recognised in other comprehensive income; and

3) in the case of the consolidated financial statements, exchange differences on monetary items receivable from or payable to a foreign operation for which settlement is neither planned nor likely to occur (therefore forming part of the net investment in the foreign operation), which are recognised in other comprehensive income and reported under equity.

Fund structure
Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Pensions and other post retirement obligations
The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Financial instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.
Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

Fair value measurement

The best evidence of fair value is a quoted price for an identical asset in an active market. When quoted prices are unavailable, the price of a recent transaction for an identical asset provides evidence of fair value as long as there has not been a significant change in economic circumstances or a significant lapse of time since the transaction took place. If the market is not active and recent transactions of an identical asset on their own are not a good estimate of fair value, the fair value is estimated by using a valuation technique.

3 Income from donations and legacies

	Unrestricted funds General £	Total 2022 £
Donations and legacies;		
Donations from individuals	1,351	1,351
Grants, including capital grants;		
Government grants	4,543	4,543
	5,894	5,894

	Unrestricted funds General £	Total 2021 £
Donations and legacies;		
Donations from individuals	1,190	1,190
Grants, including capital grants;		
Government grants	70,135	70,135
	71,325	71,325

4 Income from charitable activities

	Unrestricted funds General £	Total 2022 £
European Voluntary Service	58,807	58,807
Volunteers Fees	14,867	14,867
Placement Fees	121,850	121,850
	195,524	195,524

	Unrestricted funds General £	Total 2021 £
European Voluntary Service	48,253	48,253
Volunteers Fees	4,789	4,789
Placement Fees	42,834	42,834
	95,876	95,876

5 Expenditure on charitable activities

	Direct Costs £	Support costs £	Governance Costs (see note 7) £	2022 £
Salaries	72,869	41,711	-	114,580
Employers NI	3,487	2,376	-	5,863
Pension	3,638	2,086	-	5,724
Staff Travel	945	-	-	945
Volenteers Pocket Money	8,826	-	-	8,826
Volenteer Costs	2,709	-	-	2,709
Field Costs	9,764	-	-	9,764
Conference Costs	6,630	-	-	6,630
Insurance	-	2,119	-	2,119
Subscriptions and memberships	-	167	-	167
Printing, postage and office supplies	-	5,065	-	5,065
Bank charges	-	1,387	-	1,387
Trustee meeting costs and expenses	-	-	587	587
Legal and professional fees	-	4,948	-	4,948
Accountancy fees	-	-	765	765
Independent Examination fee	-	-	1,200	1,200
Depreciation	-	647	-	647
Other expenses	-	137	-	137
	108,868	60,643	2,552	172,063

Notes to the Financial Statements for the Year Ended 31 August 2022

	Activity undertaken directly £	Support costs £	Governance costs (see note 7) £	2021 £
Salaries	99,537	38,535	-	138,072
Employers NI	7,985	3,422	-	11,407
Pension	5,211	1,981	-	7,192
Staff Travel	194	90	-	284
Volenteers Pocket Money	10,167	-	-	10,167
IT Support	-	1,081	-	1,081
Computer software charge	-	748	-	748
Staff recruitment, training and welfare	-	604	-	604
Insurance	-	1,760	-	1,760
Subscriptions and memberships	-	1,158	-	1,158
Telephone	-	33	-	33
Printing, postage and office supplies	-	1,884	-	1,884
Rent and room hire	-	300	-	300
Storage and removal costs	-	1,455	-	1,455
Bank charges	-	533	-	533
Trustee meeting costs and expenses	-	-	9	9
Legal and professional fees	-	3,499	-	3,499
Accountancy fees	-	-	2,875	2,875
Auditers remuneration	-	-	2,400	2,400
Depreciation	-	965	-	965
	123,094	58,048	5,284	186,426

£172,063 (2021 - £186,426) of the above expenditure was attributable to unrestricted funds and £Nil (2021 - £Nil) to restricted funds.

In addition to the expenditure analysed above, there are also governance costs of £2,552 (2021 - £5,285) which relate directly to charitable activities. See note 6 for further details.

6 Analysis of governance and support costs

Governance costs

	Unrestricted funds General £	Total 2022 £
Independent examiner fees		
Examination of the financial statements	1,200	1,200
Trustees remuneration and expenses	587	587
Accountancy costs	765	765
	2,552	2,552

	Unrestricted funds General £	Total 2021 £
Audit fees		
Audit of the financial statements	2,400	2,400
Trustees remuneration and expenses	10	10
Accountancy costs	2,875	2,875
	5,285	5,285

7 Government grants

HMRC Job retention scheme - £4,543 (2021: £70,135)
The amount of grants recognised in the financial statements was £4,543 (2021 - £70,135).
There are no unfulfiled conditions
No other forms of government assistance have been received

8 Trustees remuneration and expenses

During the year the charity made the following transactions with trustees:

Peter Twilley
£82 (2021: £Nil) of expenses were reimbursed to Peter Twilley during the year.

John Evans
£26 (2021: £Nil) of expenses were reimbursed to John Evans during the year.

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

9 Staff costs

The aggregate payroll costs were as follows:

	2022 £	2021 £
Staff costs during the year were:		
Wages and salaries	114,580	138,088
Social security costs	5,863	11,407
Pension costs	5,724	7,176
	126,167	156,671

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year was as follows:

	2022 No	2021 No
Charitable Activities	3	4
Administration of the Charity	3	3
	6	7

No employee received emoluments of more than £60,000 during the year.

10 Independent examiner's remuneration

	2022 £
Examination of the financial statements	1,200

11 Auditors' remuneration

	2021 £
Audit of the financial statements	2,400

12 Taxation

The charity is a registered charity and is therefore exempt from taxation.

13 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 September 2021	12,942	12,942
At 31 August 2022	12,942	12,942
Depreciation		
At 1 September 2021	10,982	10,982
Charge for the year	647	647
At 31 August 2022	11,629	11,629
Net book value		
At 31 August 2022	1,313	1,313
At 31 August 2021	1,960	1,960

14 Debtors

	2022 £	2021 £
Prepayments	649	1,580
Other debtors	-	466
	649	2,046

15 Cash and cash equivalents

	2022 £	2021 £
Cash on hand	631	633
Cash at bank	32,615	26,965
	33,246	27,598

16 Creditors: amounts falling due within one year

	2022 £	2021 £
Other creditors	882	3,234
Accruals	1,200	4,980
Deferred income	16,224	35,843
	18,306	44,057

	2022 £	2021 £
Deferred income at 1 September 2021	(35,843)	(29,501)
Resources deferred in the period	(16,224)	(35,843)
Amounts released from previous periods	35,843	29,501
Deferred income at year end	(16,224)	(35,843)

17 Analysis of net assets between funds

	Unrestricted funds General £	Total funds at 31 August 2022 £
Tangible fixed assets	1,313	1,313
Current assets	33,895	33,895
Current liabilities	(18,306)	(18,306)
Total net assets	16,902	16,902

	Unrestricted funds General £	Total funds at 31 August 2021 £
Tangible fixed assets	1,960	1,960
Current assets	29,644	29,644
Current liabilities	(44,057)	(44,057)
Total net assets	(12,453)	(12,453)

18 Related party transactions

There were no related party transactions in the year.

TIME FOR GOD

England & Wales - Charity number 1101997

Accounts

TIME FOR GOD

Trustees' Annual Report & Financial Statements

for the year ended
31st August 2021

Registered Office
York Hub
Popeshead Court Offices
Peter Lane
York
YO1 8SU

Tel: 01423 536248

office@timeforgod.org
www.timeforgod.org

Registered Charity No. 1101997
Company Limited by Guarantee No. 3971726

Time for God

Trustees' Annual Report for the year ended 31 August 2021

Time for God is a registered charity No. 1101997 and a company limited by guarantee No. 3971726.

Introduction

The trustees who are also directors of Time for God (or "the Charity" or "TfG") for the purposes of the Company Law, present their annual report and audited financial statements of the Charity for the year ended 31st August 2021. The financial statements comply with the Charities Act 2011, the Companies Act 2006 and the Memorandum and Articles of Association.

They are in full compliance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) effective 1 January 2019.

Objectives of the Charity
The Charity's objects are to promote and develop voluntary work and volunteering opportunities and other similar charitable activities for the benefit of the community and to advance the education, Christian faith and development of volunteers and others by providing training, advice, information and assistance.

Our Mission Statement
TfG aims to improve lives through providing high quality volunteering opportunities for young people, in a Christian context.

Our Vision
TfG aims to be the foremost (based upon reputation, quality and size) UK based Christian charity providing opportunities for growth and development of young people through volunteering.

Public Benefit
The Trustees confirm that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers and duties. The Trustees consider that all the activities of TfG are carried out for the public benefit.

About Time for God
Time for God exists to create an environment whereby volunteers are encouraged to explore and grow in the Christian faith through a programme of service, teaching, learning and personal reflection. It is one of the longest established ecumenical Christian volunteering organisations for young people in the UK. It works in partnership with churches and Christian organisations of all traditions across the world and with other European and International Voluntary Service Organisations.

Volunteering to explore ministry and mission TfG volunteers come from the UK, Europe, Africa, Asia (mainly South Korea), South America and the USA and the majority are aged between 18 and 25. They offer a year of their lives to work as full-time volunteers in diverse organisations in the UK, working with churches and community groups, residential care homes, hostels, schools and activity centres. They are provided with accommodation and food. They explore their faith, develop their skills, mature as people and make life-changing decisions about their future. They invariably enrich the lives of the people and communities they serve. TfG enables adults to engage in youth ministry where volunteers can give a year of service surrounded by a first-class support system. It gives volunteers the opportunities to experience God in places that are different. TfG challenges what they know and what they are used to and provides new encounters in living and loving others. TfG recruits and selects volunteers for the placements and provides training conferences, spiritual development programmes and field officer support. Training is an integral part of the programme. TfG also offers its services to young adults who want to discover what God has planned for them. TfG is exploring new ways of working to create further opportunities for people of all ages to explore their ministry and mission. For more information, please visit www.timeforgod.org.

Chairperson of the Board of Trustees Report for the year ended 31 August 2021

As was reported in the last annual report in August 2020 we were, at that time, hopeful that we would be able to put in place a small programme that would start in January 2021 followed up by a full programme starting in September 2021. The reality has been that we have run a small programme that started in January but have not yet been able to recruit a full programme for September due to travel restrictions still being in place, a high level of on-going uncertainty, a number of our international partners not yet restarting recruitment to their programmes and also the continuing restrictions affecting our UK placement partners that have meant that many have not yet been able to reopen.

Once again it was only with that support provided by the furlough scheme and the commitment of everyone that we have been able to carry on the work of the charity. At the end of the reporting year in August 2021 we are still at the point where flexible furlough is being used to keep us going. It has been another year where everyone, both the staff and trustees, have had to work extremely hard and with great agility, to ensure that our organisation has survived. Further detail of what this has involved in this have been included in the operational section of the report.

During the year work has been done to strengthen the organisation and ensure that we are sustainable as we move forwards. These developments have included: agreeing an annual plan for Trustees meetings including both on line and face to face meetings, two of which will be where the Trustees and the Staff team meet to reflect and plan together; developing a small finance sub-group of trustees and staff that meets once a month to monitor the financial position of the organisation and report to the board and also a strategic plan has been developed and agreed that we will be working to over the next five years to ensure the future of the organisation. We firmly believe that this plan will ensure that we will come through the present global crisis with a strong organisation that will be able to carry on the work that we have been doing for over 50 years.

During the year there were a number of changes in the Trustees. Tim Clifford, Karen Hopkins and Chloe Lewis stepped down as Trustees after many years of faithful and very active service. Two new trustees were recruited and it has been with great pleasure that we have welcomed Andrew Johnston and Carol Murraine to the Board. Andrew Johnston has taken on the role of treasurer replacing John Evans who was previously taking a watching brief of the finances.

Time for God can only survive with the support of the partner organisations that we work with. This includes both the churches and organisations in this country who host volunteers and our international partners who support young people from their countries in coming to volunteer in the United Kingdom. Once again we thank them all for their support and understanding at this difficult time. It is to the credit of the of the staff team that we continue to have an extremely good relationship with all our partners. We remain committed to supporting and being part of the EDYN network, (Ecumenical Diaconal Year Network). In the fast changing world in which we are living we are continuing to look at developing new partnerships throughout the UK and with new sending partners.

As we look ahead to 2021/2022 we continue to face a number of challenges; it is unclear as to how long the programmes we will continue to be affected by the COVID-19 pandemic and the longer term impact of Brexit is still emerging. It is clear that in the coming year we will need to continue to be very careful in our financial management and as the furlough scheme came to an end in October 2021 difficult decisions have been made. A number of actions have been taken during the past year to diversify our funding with grants being applied for that will not only support our sustainability but also develop the work that we are doing.

We remain optimistic and continue to trust that God will guide and lead us to continue to look ahead to the future.

Peter Twilley – Chairperson of the Board

Volunteering with Time for God – this was my experience Alicia Goetze

During my time in the UK, I volunteered in a church near Liverpool. Working as a youth work volunteer with a large and vibrant youth work, I gained hands on experience of youth ministry and leadership. Arriving in the UK within a pandemic and a National Lockdown wasn't easy. I definitely imagined things to be different. However, I felt warmly welcomed and we all made the best out of the situation, getting creative in organising online events. Still, everyone was quite relieved when the restrictions were lifted and we finally could meet in person again. I loved working with the young people and have made relationships that last. Time for God has been amazing at accompanying us volunteers through our ups and downs. There are so many memories I've made and a lot of things I've learned. First of all, I did learn a lot about myself: Which things are important to me? What do I look for in a relationship with people? What makes a good friend? Which things do I value?... An secondly my time in the UK has been a "faith journey" so I learned a lot about my faith and my relationship with God. These memories I've made will accompany me all my life.

Time for God

Trustees' Annual Report for the year ended 31 August 2021

Operations and Finance Report for the year ended 31 August 2021

In our last annual report we were in more buoyant spirits as the national and international mood was that the worst of the COVID-19 pandemic was over. We were looking forward to rebuilding to the levels we had been at previous to the pandemic. Things, of course, changed rapidly and by the start of 2021 we had entered a second national lockdown, international borders had closed again, and the recruitment of volunteers and placements to our programme was severely impacted. However, in spite of that we were able to deliver a programme, for a much smaller group of volunteers, that we can be proud of. We are so grateful to the team who worked under immense pressure in a limited capacity to deliver for our volunteers.

Our 2020/2021 programme relied heavily on our French partner VISA and our Hungarian partner ODE with some others from Germany but not at our usual levels. We were also very fortunate to have had a group of volunteers as part of the European Solidarity Programme. This enabled us to continue our work, albeit, with a pared back staff team. We are grateful to our partners and placements for their flexibility in arranging our programme.

The national lockdowns and the impact it had upon placements led to it being very tough to recruit placements. The overwhelming majority of placements, and ourselves, had staff on full or partial furlough up until the end of October 2021, therefore, as we recruited for our programme we were unable to create a normal list of options due to them being closed or partially closed. This meant that we were extremely limited in the capacity for volunteers. This put a strain on the staff at times as it felt very difficult to create a list that matched the volunteer requirements. This also led to a delay to the start of the programme for many to January 2021. We did have some volunteers start earlier.

We were also faced with the new challenge of Brexit and the loss of free movement of people from the European Union. For the first year we were having to create visa sponsorships for volunteers from our European partners. This, alongside Brexit entry deadlines, led to a very complex November and December. Mary Makoni in particular went above and beyond in her work to make sure that everyone arrived in the country with the correct documentation, covid test status and health insurance. She should be commended for this work.

As we approached the end of the 2020, we were expectant of the arrival of 12 French volunteers but the spike in Covid cases in the UK, led to the French government placing travel restrictions on its citizens. This led to 8 of these volunteers dropping out of the programme with only two or three weeks notice. This was partially due to fears about the pandemic, but also due to the delay putting them across the deadline for UK travel without having to pay for NHS care. This £625 annual charge has proven, and will prove to be a challenge to overcome in the future.

The staff team remained stable during the year, with Andrea Cliff continuing on a part time basis until the end of August, working alongside Marie-Elisabeth McMahon and Tom Ranger, under the leadership of Phoebe Chevassut as Field Team Manager. The operations team of Dave Magill, Mary Makoni and Neil Ashton, remained the same throughout the year.

Although the pandemic continued to his us hard, not least financially, but also operationally, we were able to learn some key lessons that will aid us moving forward. We have become much more adept at using technology, and with most of the world being well used to using online communication as a means to meet, we will be able to streamline a lot of our work in the future. We have also had to learn the new immigration rules as the result of Brexit and being able to do so with a smaller than usual cohort of volunteers has meant we have been able to learn these lessons under less pressure than a normal year would have brought.

We have learned some lessons for the future regarding flexibility within our programme. For example, the health surcharge of £625 will place our programme out of financial reach of almost the entire list of Hungarian applicants. However, if we can offer them 6 month placements, they will not have to pay the surcharge as it is only relevant for placements over 6 months. This is something we are working on with our partner in Hungary. We have also become much more efficient at having placements accredited to partners, and matching applications to certain partners' volunteers. This has been a complicated piece of work due to the systems in place by our partners national agency.

The decisions we and our partners were forced to take to ensure the health and safety of the volunteers led to the immediate end to almost the entirety of our income for the rest of the year. Had it not been for the UK Government's Job Retention Scheme we would have been faced with making our whole staff team redundant and place the organisation into stasis. Again, credit to the team who have worked with the board on these circumstances to keep things moving forward. The team spent the whole year on partial furlough. This has meant that they have worked extremely hard in limiting circumstances to ensure our future and credit must be given to them for this.

The team responded excellently to the move to home working and have in many ways become much more efficient in delivering their goals.

The impact that the pandemic continued to have to our financial position is clear from the financial report that follows but good financial management and government support through the Job Retention Scheme has ensured our survival, though the impact is still significant.

It has been another difficult year for us as an organisation, but we are continuing our work with a committed and talented team who have used creativity and agility to get us through.

Dave Mcgill – Operations Director

Financial Performance

Once again 2020/2021 was a financially very difficult year. Both the ongoing pandemic and Brexit have made things very difficult. Following on from the actions that had to be taken in the previous year steps have continued to be taken to ensure that we survived and remained financially viable. Actions included:

- making as much use as possible of government support in furloughing staff without compromising either the quality, integrity or the momentum of the organisation;
- operate without an office base with all the staff team working from home;
- increasing the placement fees;
- reducing both costs and risks by running the conferences on-line for volunteers;
- reducing travel and undertaking all recruitment on-line and placement visits.

The Strategic Plan that was developed over the last six months of the year identified as a key strategic priority to 'Secure a greater diversity of income streams in order to provide greater financial security and sustainability'. Four key actions in relation to this include:

- increase the reserves of the organisation;
- formalise the bursary scheme;
- apply for grants for specific projects that support the delivery of our objectives, mission and vision;
- increase the donor base from past volunteers and others.

As we look ahead to the coming year it is again likely to be financially difficult as the world continues its adaptation to and recovery from COVID and we, in the UK, continue to adjust to the challenging effects of Brexit. Over the coming year we will create a new budget model which will include a reduction in the staffing costs within the organisation. These necessary actions have been recognised and agreed by the Board and decisions have already started to be taken to implement this. Further actions that have been agreed are to continue to have tight financial controls and regularly monitor the financial performance, organisation in the future. From next year 2021/2022 the financial reserves will start to be rebuilt.

Administrative and Legal Information

Charity's Objectives:

To promote and develop voluntary work, volunteering opportunities and other similar charitable activities for the benefit of the community and to advance the education, Christian faith and development of volunteers and others by providing training, development, advice, information and assistance.

TfG welcomes volunteers from all backgrounds. To admit a prospective volunteer to our programme we need to be satisfied that we will be able to provide a quality volunteering experience and help the volunteer to develop to the best of their potential. We fully expect each volunteer to also benefit their placement and the community where they are placed. Interviews and assessments are undertaken to satisfy TfG and the placements that potential volunteers are placed appropriately and that they can cope with the demands of living in a different culture and can benefit from the opportunity provided. An individual's economic status, gender. Ethnicity, race or disability do not form part of our recruitment process. We do not require volunteers to have any particular religious faith but ask all volunteers to be sympathetic to the values of the placement and be open to explore the Christian faith during their time of service.

TfG is an equal opportunity organisation and is committed to a working environment that is free from any form of discrimination on the grounds of colour, race, ethnicity, religion, sex, sexual orientation or disability. We will make reasonable adjustments to meet the needs of staff or volunteers who are or become disabled.

TfG is committed to safeguarding and promoting the welfare of its volunteers and expects all staff and volunteers in the organisation and in the placements to share this commitment. We maintain regular contact with volunteers at the training conferences and also in their placements throughout the year through regular field visits, and email, social media and telephone contact with both the volunteer and their supervisor. Each volunteer is assigned a Field Officer from TfG, a Supervisor in their placement and a TfG 'Friend' who together are responsible for pastoral care and guidance in exploring their faith.

Access Policy

It is important to us that access to the volunteer opportunities we offer is not restricted to those who can afford our fees. We believe our volunteers benefit from serving within a diverse community, and that the communities and placements in which they serve benefit from being served by volunteers from diverse backgrounds. The Erasmus+ grants and a volunteer bursary scheme contribute to a widening of access to the opportunities we offer.

Erasmus+ grants are open to all European residents aged 18-30. Wherever possible we endeavour to match sources of funds from our funding partners to support those who otherwise would not be able to participate in our programme. In future we intend to develop such sources further.

The trustees have considered that they have complied with their legal obligations under charity and company law and with the Charity Commission's guidance in relation to public benefit.

Governance and Organisational Structure:

Time for God is a company limited by guarantee no 3971726 and registered Charity No 1101997 governed by its Memorandum and Articles of Association (incorporated 13th April 2000) as amended by special resolution dated 19th January 2004.

The liability of members is limited to £10 per member.

The appointment of Trustees Anyone interested in joining as a trustee is first asked to submit a CV, which is scrutinised by the Board. By mutual agreement an informal interview is scheduled and references are taken up. A final recommendation is made to the trustees. The final decision to appoint a new trustee is taken at a Board meeting.

New trustees are often experienced and already familiar with the Charity, but if not they will be inducted into the role by the Trustees and will attend training courses if appropriate.

Time for God's Stakeholders

The following groups, bodies and people are stakeholders in Time for God:

- volunteers and participants in training programmes;
- the Churches, Charities and Organisations with whom TfG volunteers are placed;
- the international partner organisations, which send TfG volunteers;
- the British Council and Ecorys UK, who administer the European Solidarity Corps (Erasmus+) in the UK;
- Time for God staff and trustees.

Reserves:

Time for God has a policy of endeavouring to maintain reserves equivalent to six months nondiscretionary expenditure (staff and office costs) in order to cover contractual obligations and provide some security should income significantly fall. Trustees acknowledge that, due to the added strain of the global pandemic, our current reserves do not meet this aspiration but are adequate for the organisation's current position. The board commits to working to increase these reserves in future financial plans.

Investments:

Any investment powers are contained in the constitution of the charity. Over the last year all cash reserves were held in three interest bearing accounts with Aldermore, RBS and the Cooperative Bank ensuring that no account exceeded the limits afforded by the Financial Services Compensation Scheme.

Risk Management

The Board considers that adequate risk management processes are in place for the organisation. These processes include an appraisal of the risks the organisation faces, both internally and externally, and actions to mitigate the affect on the organisation.

The principal risks considered are as follows:

Finance: As expected the European funding has now come to an end although a final further payment is expected during 2021/2022. This will be a final payment as the programme has been extended as a result of COVID-19. As has already been stated in the finance section of this report the strategy is to diversify income streams and to set a fee level that will be sustainable in the future. The fees were increased for the programme that started in January 2021.

Staff Turnover: Our charity relies upon the skills and dedication of our small executive and staff team. We have in a place a skilled and committed team that will need to reduce in size in the coming year. We will ensure that we have the right balance of skills in place to ensure that they are well placed to efficiently and excellently deliver our aims and objectives and to ensure that the quality of the volunteer experience is maintained.

Overseas Visas: The UK has now lost access to free movement of EU citizens and all overseas volunteers are required to have visas. This will require the processing of many more visa applications than we have in the past. The UK government has made changes to the visa system in light of this transition and this will impact upon our volunteers moving forward. Our ability to process these visas and access to the members of visas we require will be more than adequate.

It must be considered that the cost of our volunteers partners coming to the UK, in particular from poorer European nations, will increase by around £860 year on year. We will continue to talk to our partners about how this is likely to impact upon their numbers. It is worth considering options that may assist volunteers in coming to our programme.

Consideration continues to be given to offering a less than seven month programme as this significantly reduces the cost of volunteering in the UK. This is because a £624 health surcharge is not required. The use of a bursary scheme to support volunteers from poorer countries is to be developed.

Financial Controls: Cash Flow management remains key for us. We continue to use the tight financial controls mentioned in last year's report. These will be even more necessary as we recover from the impact of the pandemic. A working group of staff and trustees, that meets monthly, has been established to monitor the financial position of the organisation to ensure that the reserves are increased.

Reputation: The Time for God organisation has been successfully operating for over 50 years and has an excellent reputation in the volunteering world for its work. Nevertheless our reputation could potentially be adversely affected by one incident. We work hard therefore to maintain strong relationships with partners based upon regular open communication, and in particular have put mechanisms in place (including training, field visits, and safeguarding) to ensure our volunteers have a good experience whilst volunteering with us. The Board and executive team will endeavour to remain alert to these and other risks, and remain committed to take such action to mitigate them during the course of the upcoming year.

Trustees responsibilities in respect of the financial statements:

The Charity's trustees (who are also directors for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Charity's trustees to prepare financial statements for each year which 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 incoming and expenditure, of the charitable company for that period. In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Statement as to disclosure of our auditors – In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the charitable company's auditor is unaware, and
- the trustees, having made enquiries of fellow directors and the charitable company's auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Time for God

Trustees' Annual Report for the year ended 31 August 2021

Reference and Administrative Information

Bankers:

The Cooperative Bank Plc
1 Balloon Street
Manchester
M60 4EP

Auditors:
Brown Butler Chartered Accountants & Statutory Auditor
Leigh House
28-32 St Paul's Street
Leeds
LS1 2JT

Trustees and Directors:

The following people served as trustees and directors of the company during the year and up to date of approval of this report:

Peter Twilley (Incoming chairperson August 2020)
John Evans
Nicholas Gould
Adrian Smith
Thelma Commey
Andrew Johnston – From February 2021
Carol Murraine – From February 2021

Posts Held:

Chairperson of Trustees; Peter Twilley
Company Secretary: John Evans
Overseeing Treasurer: John Evans (Until February 2021)
Treasurer: Andrew Johnston (From February 2021)

All trustees give of their time freely and none of the trustees had any beneficial interest in the Charity during the year. In preparing this report, the trustees have taken advantage of the small companies' exemption under section 415A of the Companies Act 2006.

Approved by the Trustees and signed on their behalf by:

Peter Twilley
Chairperson of Trustees
Dated: 7 June 2022

Opinion
We have audited the financial statements of Time for God (the "charitable company") for the year ended 31 August 2021 which comprise the Statement of Financial Activities (including the Income and Expenditure Account), the Balance Sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, 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 August 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis of 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 Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern
In auditing the financial statements, we have concluded that the trustees use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group's or the parent company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue. Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information
The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

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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 in consistent with the financial statements; and

- 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 the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

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

- adequate accounting records have not been kept by the charitable company, or returns adequate for our audit have not been received from branches not visited by us; or

- the charitable company's 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;

- 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 included in the Trustees' Annual Report, the trustees (who are the directors for the purpose 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 cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's 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.

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 auditor's report.

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Capability of the audit in detecting irregularities, including fraud
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 key laws and regulations we have considered in this context included the Companies Act, Charities Act, pension and tax legislation. In addition, we have considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the group's or the charitable company's ability to operate or to avoid a material penalty. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- Using our general commercial and sector experience and through discussions with the trustees and other management, we identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements as well as those arising from management's own assessment of the risks that irregularities may occur either as a result of fraud or error.

- We examined the charitable company's regulatory and legal correspondence and discussed with the trustees and other management any known or suspected instances of fraud or non-compliance with laws and regulations.

- We communicated and discussed identified laws and regulations and potential fraud risks with all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

- In addressing the risk of management override of controls, we tested the appropriateness of journal entries. We also challenged assumptions and judgements made by management in their significant accounting estimates and judgements. We also discussed related party relationships and transactions involving them.

There are inherent limitations in the audit procedures described above and the more that compliance with laws and regulations is removed from the events and transactions reflected in the financial statements, the less likely we will become aware of instances of non-compliance. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentation, or through collusion.

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

Denis Cross (Senior Statutory Auditor)
For and on behalf of Brown Butler
Chartered Accountants and Statutory Auditor
Leigh House
28-32 St Paul's Street
Leeds
LS1 2JT
7th June 2022

Time for God

Statement of Financial Activities for the year ended 31st August 2021
Including the Income and Expenditure Account

	Notes	Unrestricted Funds £	Total 2021 £	Total 2020 £
Income				
Income from Generated Funds				
Voluntary income – donations	2a	1,190	1,190	5,145
Income from Charitable Objectives				
- Volunteering	2b	92,012	92,012	161,988
Government job retention scheme income		70,135	70,135	61,036
Total Income		163,337	163,337	228,169
Expenditure				
Charitable Activities				
- Volunteering and training	3	181,142	181,142	318,301
Governance Costs				
Governance costs	3	5,284	5,284	6,829
Total Expenditure		186,426	186,426	325,130
Net Income and Net Movement in funds		(23,089)	(23,089)	(96,961)
Total Funds brought forward 1st September 2020		10,636	10,636	107,597
Total Funds carried forward 31st August 2021		(12,453)	(12,453)	10,636

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The notes on pages 17 to 23 form part of these financial statements.

Time for God

Company number: 3971726
Balance Sheet at 31st August 2021

	Notes	2021 £	2020 £
Fixed Assets			
Tangible assets	4	1,960	2,925
Current Assets			
Debtors	5	2,046	21,504
Cash at bank and in hand		27,598	48,948
		29,644	70,452
Creditors			
Amounts falling due within one year	6	44,057	62,741
Net Current (Liabilities)/Assets		(14,413)	7,711
Net (Liabilities)/Assets		(12,453)	10,636
The funds of the Charity:			
Unrestricted funds	8	(12,453)	10,636

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime of the Companies Act 2006.

These financial statements were approved by the Trustees on 7th June 2022 and signed on their behalf.

Chairperson of Trustees:

Peter Twilley

The notes on pages 17 to 23 form part of these financial statements.

Notes to the Financial Statements

1 Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) second edition – October 2019 (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006 insofar as they are applicable to small entities.

Time for God meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). The financial statements are presented in sterling (£).

b) Going concern

The trustees have undertaken a review of the future prospects of the Charity taking into account its current position and principal risks. The review considered both the continuing impacts of the Covid-19 pandemic and the effects of Brexit on the charity sector and also on the Charity itself.

Travel and other restrictions as a result of the Covid-19 pandemic continued to impact the Charity severely throughout the 2020/21 financial year. Brexit has also negatively affected the Charity which will no longer have access to Erasmus+ grant funding following the UK's exit from the European Union.

In order to redress the impact of Covid-19 and Brexit on the activities of the charity, the trustees have restructured the Charity's operating model which is no longer dependent upon grant funding. In particular, volunteers' placement fee arrangements have been reviewed and related costs have been reduced so far as possible to ensure that the Charity can continue to operate at its expected level of activity. The actions taken by the trustees and specifically the easing of travel restrictions globally have resulted in the number of volunteers for the 2021/22 and 2022/23 programmes which will generate revenues that are sufficient to meet the Charity's funding requirements for the foreseeable future.

The trustees and their team continue to seek new opportunities for grants and other funding in order to expand its charitable activities but meeting current cost obligations is not dependent on future grant funding.

The Trustees are confident that the measures put in place mean the Charity is able to continue in operation and to meets its liabilities and other financial commitments as they fall due over the 12 month period following approval of these financial statements. Accordingly, the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

c) Fund accounting

The Charity has in the past maintained different funds.

Unrestricted funds represent the funds of the Charity that are not subject to any restrictions regarding their use and are available for application to the general purposes of the Charity at the discretion of the trustees in furtherance of the objects of the Charity, but as at the end of the year had not been specifically allocated.

Restricted funds represent funds where the grants and donations received are requested by the donor to be spent on a specific purpose. Funds that may be designated for a particular purpose by the Charity are classed as restricted funds. Time for God does not currently hold any restricted funds and none were applied to this period.

1 Accounting Policies

d) Income

All income accruing to the Charity during the year is recognised in the Statement of Financial Activities as soon as it is prudent and practicable to do so. Gifts in kind are included in the financial statements at their approximate market value at the date of receipt. Grants receivable are recognised to the extent that the Charity is irrevocably entitled to retain them.

Volunteering income is recognised by reference to the stage of completion of the contract. The stage of completion of a contract is measured by comparing the service provided to date to the total contracted obligation. If at the balance sheet date completion of the contract is dependent on external factors, then the revenue is recognised only when the event occurs.

e) Expenditure

All expenditure is accounted for on an accruals basis and is classified under headings that aggregate all costs relating to the category.

Activities in furtherance of the Charity's objectives comprise all expenditure directly relating to the running costs of the TfG training programmes. This includes the costs of conferences, training and support, staff salaries for training officers and other operation staff, travel and other related costs.

Governance costs include all expenditure not directly relating to the Charity's activities. This includes the cost of renting and operating office premises, administrative staff salaries, bank charges and professional fees.

f) Tangible fixed assets and depreciation

Fixed assets for Charity use are capitalised at cost, where acquired, or market value as determined by the trustees if donated. They are stated in the financial statements at cost/original value less depreciation. Depreciation is calculated to write off the cost or valuation of fixed assets, to their expected residual values, over their anticipated useful lives as follows:

Office furniture and equipment:- on a reducing balance basis at a rate of 33.3% per annum.

g) Debtors

Amounts owed to the Charity are recognised at the settlement amount due. Prepayments are valued at the net amount prepaid.

h) Cash at bank and in hand

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

i) Creditors

Creditors and provisions are recognised where the Charity 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 can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount.

j) Cash flow statement

The Charity qualifies as a small charitable company. The trustees have elected to take advantage of the exemption under Charities SORP (FRS 102) not to prepare a cash flow statement.

1 Accounting Policies

k) Pensions

The Charity pays a contribution equivalent to 5% of gross salary into individual employees' NEST workplace pension schemes as requested. Employees make additional contributions to meet the minimum amounts determined by current legislation.

Contributions to all employees' individual accounts are made on a monthly basis, the amount of which is given in note 3.

l) Foreign currencies

Foreign currency balances have been translated at the exchange rate applicable at the balance sheet date. Income and expenditure transactions have been translated at the prevailing rate at the time of the transaction. Any significant foreign currency transactions relate to the income from the European Voluntary Service and exchange rate adjustments have been incorporated in the amount of this income.

m) Taxation

i) The Charity's income is exempt from UK Corporation Tax and Income Tax. Income is disclosed gross of any recoverable taxation suffered at source.

ii) Time for God is not registered for VAT and is therefore unable to recover the VAT that is incurred on purchases of goods and services in the UK. The amount of VAT that cannot be recovered is included within the appropriate underlying cost.

n) Transactions with Trustees

The trustees received no remuneration from the Charity. They are however entitled to claim reasonable travel and subsistence expenses in connection with attending trustee meetings and trustee training events.

o) Deferred income

A relevant amount of income is deferred to a later accounting period for those projects which are not complete by the balance sheet date. Grants receivable are deferred to the extent that the conditions under which they have been advanced have not been satisfied at the year end.

2 Income from Charitable Activities

	Unrestricted Funds £	2021 £	2020 £
a) **Donations and Grants**			
Donations			
Individual donations	1,190	1,190	5,145
b) **Activities in furtherance of TfG's objectives**			
TfG Volunteering			
European Voluntary Service Grants	44,389	44,389	20,903
Volunteers' fees	4,789	4,789	27,916
Placement fees	42,834	42,834	113,169
Total income from charitable activities	92,012	92,012	161,988

3 Expenditure on charitable activities

	Volunteering & Training £	Governance £	Unrestricted Funds 2021 £	Unrestricted Funds 2020 £
Expenditure directly allocated to charitable activities				
Conference costs	-	-	-	39,836
Salaries and NIC	107,522	-	107,522	125,268
Pension contributions	5,211	-	5,211	6,492
Staff travel	194	-	194	11,703
Volunteers pocket money	10,167	-	10,167	44,800
Support and governance costs (note below)	58,048	5,284	63,332	97,031
Total Expenditure	181,142	5,284	186,426	325,130
Support and Governance costs				
Salaries and NIC	41,957	-	41,957	59,690
Pension contributions	1,981	-	1,981	2,671
IT support	1,081	-	1,081	-
Computer software charge	748	-	748	403
Staff recruitment, training and welfare	604	-	604	2,026
Insurance	1,760	-	1,760	173
Subscriptions and memberships	1,158	-	1,158	375
Telephone, fax and email costs	33	-	33	683
Printing and office supplies	1,884	-	1,884	2,788
Staff travel	90	-	90	4,110
Advertising and promotions	-	-	-	4,305
Rent and room hire	300	-	300	3,093
Storage and removal costs	1,455	-	1,455	1,256
Bank charges and interest	533	-	533	809
Trustees meetings	-	9	9	1,829
Legal and professional fees	3,499	-	3,499	5,720
Accountancy fees	-	2,875	2,875	2,600
Auditors remuneration	-	2,400	2,400	2,400
Equipment depreciation	965	-	965	2,100
Total Support Costs	58,048	5,284	63,332	97,031

Notes to the Financial Statements

4 Tangible Fixed Assets

Cost	2021 Office equipment £	2020 Office Equipment £
B/fwd 1 September 2020	12,942	9,305
Additions	-	3,637
C/fwd 31 August 2021	12,942	12,942
Depreciation		
B/fwd 1 September 2020	10,017	7,917
Charge for year	965	2,100
C/fwd 31 August 2021	10,982	10,017
Net book value		
C/fwd 31 August 2021	1,960	2,925

5 Debtors

	2021 £	2020 £
Grants and fees receivable	-	18,164
Prepaid expenditure	2,046	3,340
	2,046	21,504

6 Creditors

	2021 £	2020 £
Sundry creditors	3,234	28,360
Deferred income (note 7)	35,843	29,501
Accrued expenditure	4,980	4,880
	44,057	62,741

7 Deferred income

	Unrestricted Funds £	2021 £	2020 £
Deferred income as at 1 September 2020	29,501	29,501	37,380
Income received in the year	99,544	99,544	159,254
Deferred income at 31 August 2021	(35,843)	(35,843)	(29,501)
Total incoming resources	93,202	93,202	167,133

Deferred income represents receipts received in advance for TfG Volunteering activities.

8 Analysis of Net (Liabilities)/Assets by Fund

	Unrestricted Funds £	Restricted £	Total 2021 £	Total 2020 £
Fixed assets	1,960	-	1,960	2,925
Current assets	29,644	-	29,644	70,452
Current liabilities	(44,057)	-	(44,057)	(62,741)
Fund Balance	(12,453)	-	(12,453)	10,636

a) Unrestricted Funds

Unrestricted funds are applied to the TfG Volunteering and Training programme and the general running costs of the charity.

b) Restricted Funds

No restricted funds were carried forward from previous years and none were assigned in this year.

9 Employees' Remuneration

Total remuneration for the year amounted to £156,671 (2020: £194,121) which includes Employer's National Insurance contributions of £11,407 (2020: £11,225) and pension costs of £7,192 (2020: £9,163). The contribution received towards these costs under the Job Retention Scheme was £70,135.

No employee earned £60,000 per annum or more.

The amount paid to key management personnel during the year was £39,557 (2020: £36,738).

The average number of paid staff for the year was:

	2021 No	2020 No
Charitable activities	4	4
Administration of the Charity	3	2
	7	6

10 Trustees' Remuneration and Expenses

Expenses of £9 (2020: £1,829) have been incurred during the year.

11 Contingent Liabilities

The trustees are not aware of any contingent liabilities as at the balance sheet date.

12 Post Balance Sheet Events

The trustees are not aware of any events that have arisen since the end of the reporting period that materially affect these financial statements.

TIME FOR GOD

England & Wales - Charity number 1101997

Accounts

TIME FOR GOD

Trustees' Annual Report & Financial Statements

for the year ended
31st August 2020

Registered Office
York Hub
Popeshead Court Offices
Peter Lane
York
YO1 8SU

Tel: 01423 536248

office@timeforgod.org
www.timeforgod.org

Registered Charity No. 1101997
Company Limited by Guarantee No. 3971726

Time for God

Trustees' Annual Report for the year ended 31 August 2020

Introduction
Time for God is a registered charity No. 1101997 and a company limited by guarantee No. 3971726.The trustees who are also directors of Time for God (or "the Charity" or "TfG") for the purposes of the Company Law, present their annual report and audited financial statements of the Charity for the year ended 31st August 2020. The financial statements comply with the Charities Act 2011, the Companies Act 2006 and the Memorandum and Articles of Association.

They are in full compliance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) effective 1 January 2019.

Objectives of the Charity
The Charity's objects are to promote and develop voluntary work and volunteering opportunities and other similar charitable activities for the benefit of the community and to advance the education, Christian faith and development of volunteers and others by providing training, advice, information and assistance.

Our Mission Statement
TfG aims to improve lives through providing high quality volunteering opportunities for young people, in a Christian context.

Our Vision
TfG aims to be the foremost (based upon reputation, quality, and size) UK based Christian charity providing opportunities for growth and development of young people through volunteering.

Public Benefit
The Trustees confirm that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers and duties. The Trustees consider that all the activities of TfG are carried out for the public benefit.

About Time for God
Time for God exists to create an environment whereby volunteers are encouraged to explore and grow in the Christian faith through a programme of service, teaching, learning and personal reflection. It is one of the longest established ecumenical Christian volunteering organisations for young people in the UK. It works in partnership with churches and Christian organisations of all traditions across the world and with other European and International Voluntary Service Organisations.

Volunteering to explore ministry and mission TfG volunteers come from the UK, Europe, Africa, Asia (mainly South Korea), South America and the USA and the majority are aged between 18 and 25. They offer a year of their lives to work as full-time volunteers in diverse organisations in the UK, working with churches and community groups, residential care homes, hostels, schools and activity centres. They are provided with accommodation and food. They explore their faith, develop their skills, mature as people and make life-changing decisions about their future. They invariably enrich the lives of the people and communities they serve. TfG enables adults to engage in youth ministry where volunteers can give a year of service surrounded by a first-class support system. It gives volunteers the opportunities to experience God in places that are different. TfG challenges what they know and what they are used to and provides new encounters in living and loving others. TfG recruits and selects volunteers for the placements and provides residential training conferences, spiritual development programmes and field officer support. Training is an integral part of the programme. TfG also offers its services to young adults who want to discover what God has planned for them. TfG is exploring new ways of working to create further opportunities for people of all ages to explore their ministry and mission. For more information, please visit www.timeforgod.org

Chairperson of the Board of Trustees Report for the Year Ended 31st August 2020

Following a year of turmoil and change in 2018-2019 we started 2019 with the belief that we had moved into a much more stable time. A new staffing structure was in place; a new Director had been appointed a larger group of volunteers had been recruited and the overall financial position of the organisation had stabilised. By December we had completed the staff team with the recruitment of Tom Ranger and Andrea Cliff as Field Team Officers, Tom on a full-time contract and Andrea as maternity cover for Marie-Elisabeth McMahom. We thank all the staff team for their commitment to their work and TfG over the past year.

It was therefore, a complete surprise and shock to everyone when COVID-19 struck the country in March 2020. The details of how this impacted on the organisation are more fully laid out in the operational section of this report. Needless to say it had a major impact on everyone. The volunteers had to go home at very short notice; the programme for the year had to be suspended and the staff team were then furloughed. It also became clear that we could no longer afford an office base from which to operate. At the time an excellent job was done by the staff team ensuring that volunteers were able to return to their home countries as quickly and safely as possible and that placements were supported as they lost the volunteers they were expecting to be with them till the end of the programme in the summer.

The staff team being furloughed meant that, once again, a heavy burden of responsibility fell on the trustees in particular Karen Hopkins and Tim Clifford. We thank them for all the work they did at a difficult time. It became clear very quickly that it was not going to be possible to start a programme as we normally would in September and plans for the future were put on hold with the hope that a programme would be able to start in the autumn or winter of 2020-21 if it was possible to secure European funding. The intention being to be in a place to run a full programme starting in September 2021.

Time for God can only survive with the support of the partner organisations that we work with. This includes both the churches and organisations in this country who host volunteers and our international partners who support young people from their countries in coming to volunteer in the United Kingdom. We thank them all for their support and understanding at this difficult time. We remain committed to supporting and being part of the EDYN network, (Ecumenical Diaconal Year Network) as we look ahead.

During the year our patron the Archbishop of York, the Most Reverend and Right Honourable John Sentamu retired. We thank him for the support he has given us over the last few years as our patron. We are very pleased that the Reverend John Bell has agreed to be a patron of Time For God and we look forward to working with him in the future and thank him for agreeing to take on this role.

In the coming year we will need to recruit a number of new trustees as several Trustees who have served on the Board for a number of years are at the point where they wish to step down. As we end the year we are pleased that we have recruited two new trustees, Rev. Adrian Smith and Thelma Commey to the Board. We thank all the trustees for the work that they do in supporting and ensuring the safe running of the organisation. As Tim Clifford steps down from the role of chairperson we thank him for all the work he has done over the past years and wish him every good wish for the future.

As we look ahead to 2020-2021 we face a number of challenges; it is unclear as to how long we will continue to be affected by the COVID 19 pandemic and there is still uncertainty as to what the implications of Brexit are. It is very clear that in the coming year we will need to continue to be very careful in our financial management and continue to maximise the use we make of the furlough scheme that has been offered by the government. It is also important that we explore and develop a range of funding streams to support the work that we do in order for us to support all young people who wish to offer a year of service. We will need to continue to look at, and develop, new ways of doing things and continue to maintain the partnership relationships that we have and build new ones.

At this time of continued uncertainty we trust that God will lead and guide us as we move into new ways of doing things, new challenges and new opportunities.

Peter Twilley – Chairperson of the Board

The Experience Of Our Volunteers

One of our volunteers has kindly been willing to share her experience of working in a Catholic Residential Retreat and Activity Centre.

"My placement was Alton Castle an Activity Retreat Centre. My favourite memory was a night prayer with a small group. I was a small group leader for a whole week and my small group was amazing. On the last night I prepared a night prayer just for them. They enjoyed the night prayer so much that they wanted a group hug after the prayer. It showed me how much I love working with young people. I learned about myself - that when I am more open to people great friendship can be developed. It's a great opportunity to learn more about yourself, another country and to have fun! So yes, I would definitely recommend volunteering to others. TfG did a great Job by supporting us, our conferences were amazing and even in difficult times we could always call them."

Felicia Mueller, Time for God Volunteer, 2019-2020

Operations and Finance Report for the Year Ended 31st August 2020

It is an overused term, but the events of the past year have been unprecedented across the world and for ourselves as an organisation. Having overcome and prepared for the challenges which Time for God has had to face and would be facing regarding the changes due to the result of the Referendum on Membership of the European Union and the subsequent outcomes with regards immigration law and access to pan-European exchange programmes such as European Solidarity Corps.

In early October 2019 decisions were made regarding fee structures and volunteer sources that set us in good stead for the launch of a normal 2020/2021 programme and placed us in a strong position should we lose access to our Erasmus + programmes. This preparation was not in vain, and although we are not seeing it in action at present due to the continuing disruption of the Covid-19 pandemic. I believe that come the launch of our 2021/2022 programme we will see the benefits of the work and decisions we have taken.

Our 2019/2020 programme started well with a strong cohort of volunteers, both those from sending partners and independent applicants. It was clear at our initial training conferences that we had recruited a very diverse group and it was a pleasure to experience them engaging with one another. We had a geographic spread across all four nations in the UK with new placements in Northern Ireland recruiting volunteers.

It must be noted that our 2019-2020 programme was hit by an exceptional number of volunteers absconding their visas and leaving their placements without notice or record of where they were going to. This is the first time that this has happened. Whilst two of these volunteers claimed asylum through proper channels, the other seven were reported to UKVI and the Police in line with the regulations. They are now being sought by UK Border to be returned to their home countries. The work that Mary Makoni did in working in line with UKVI guidelines in these cases was excellent. In view of the fact that all of these volunteers came from Africa has meant that for now we have had to take the decision to suspend taking any volunteers from there for the time being. We are now in the process of identifying partner organisations in Africa who we can work with in the future to ensure that we do not have the situation where volunteers abscond from their placements.

There were significant changes to the staff team in the past twelve months with new recruits in various positions; Dave Magill as Director, Tom Ranger as Field Officer and later Andrea Cliff as Field Officer. Phoebe Chevassut was recruited to the new post of Field Team Manager. Further to these new starts Neil Ashton returned to the position of Finance and Administration Officer from late 2019 following the termination of the previous post holder's contract. In August 2020 the role of Partnerships and Development Manager was made redundant due to a restructure of the priorities of the staffing strategy. We have a very strong team with a range of skills and abilities who all are committed to the aims and objectives of the organisation.

The positive developments that had taken place made it even more difficult to make tough decisions in light of the growing threat of Covid-19 in March 2020. The swift onset of national lockdowns and border closures made it clear that we had to terminate our programme at the end of March 2020 and ensure the safe return of all our volunteers to their home countries. Our staff team worked tirelessly in difficult circumstances to not only support our volunteers as they returned home but also to support our placements as they lost volunteers whom they had been expecting to remain part of their community for considerably longer.

The decisions we and our partners were forced to take to ensure the health and safety of the volunteers led to the immediate end to almost the entirety of our income for the rest of the year. Had it not been for the UK Government's Job Retention Scheme we would have been faced with making our whole staff team redundant and 'mothballing' the organisation. Again, credit to the team who have worked with the board in these circumstances to keep things moving forward. The team spent 7 months on full furlough from March to October and have since been making use of the flexible furlough scheme. This has meant that they have worked extremely hard in limiting circumstances to ensure our future and credit must be given to them for this.

The team responded excellently to the move to home working and have in many ways become much more efficient in delivering their goals.

The impact that the pandemic has had on our financial position is clear from the financial report that follows but good financial management and government support through the Job Retention Scheme has ensured our survival, though the impact is still significant.

It has been a very difficult and painful year for us as an organisation, but we are continuing our work with a committed and talented team.

Financial Performance
As any normal financial modelling quickly becomes moot due to the sudden impact of the Covid-19 pandemic. We took the following steps to ensure our survival as an organisation.

- Create a system of repayment, credit notes and donations for our placements regarding their fees. This ensured our liquidity in the early stages of the pandemic and beyond.
- Cut our operational budget to 30% of the original by cutting costs e.g. closing our office.
- Made use of government support in furloughing staff for as long as possible without completely losing momentum as an organisation.

The strong financial performance of the previous year enabled us to use our reserves to survive the challenges we faced. We will therefore need to work to rebuild these reserves in the coming year and beyond. A financial model must be drawn up to regularly top up reserves as we go.

This can be achieved by creating a new budget model and tight financial controls.

Administrative and Legal Information
Charity's Objectives:
To promote and develop voluntary work, volunteering opportunities and other similar charitable activities for the benefit of the community and to advance the education, Christian faith and development of volunteers and others by providing training, development, advice, information and assistance.

TfG welcomes volunteers from all backgrounds. To admit a prospective volunteer to our programme we need to be satisfied that we will be able to provide a quality volunteering experience and help the volunteer to develop to the best of their potential. We fully expect each volunteer to also benefit their placement and the community where they are placed. Interviews and assessments are undertaken to satisfy TfG and the placements that potential volunteers are placed appropriately and that they can cope with the demands of living in a different culture and can benefit from the opportunity provided. An individual's economic status, gender, ethnicity, race, or disability do not form part of our recruitment process. We do not require volunteers to have any particular religious faith but ask all volunteers to be sympathetic to the values of the placement and be open to explore the Christian faith during their time of service.

TfG is an equal opportunity organisation and is committed to a working environment that is free from any form of discrimination on the grounds of colour, race, ethnicity, religion, sex, sexual orientation or disability. We will make reasonable adjustments to meet the needs of staff or volunteers who are or become disabled.

TfG is committed to safeguarding and promoting the welfare of its volunteers and expects all staff and volunteers in the organisation and in the placements to share this commitment. We maintain regular contact with volunteers at the training conferences and also in their placements throughout the year through regular field visits, and e-mail, social media and telephone contact with both the volunteer and their supervisor. Each volunteer is assigned a Field Officer from TfG, a Supervisor in their placement and a TfG 'Friend 'who together are responsible for pastoral care and guidance in exploring their faith.

Access Policy
It is important to us that access to the volunteer opportunities we offer is not restricted to those who can afford our fees. We believe our volunteers benefit from serving within a diverse community, and that the communities and placements in which they serve benefit from being served by volunteers from diverse backgrounds. The Erasmus+ grants and a volunteer bursary scheme contribute to a widening of access to the opportunities we offer.

Erasmus+ grants are open to all European residents aged 18-30. Wherever possible we endeavour to match sources of funds from our funding partners to support those who otherwise would not be able to participate in our programme. In future we intend to develop such sources further.

The trustees have considered that they have complied with their legal obligations under charity and company law and with the Charity Commission's guidance in relation to public benefit.

Governance & Organisational Structure:
Time for God is a company limited by guarantee no 3971726 and registered Charity No 1101997 governed by its Memorandum and Articles of Association (incorporated 13th April 2000) as amended by special resolution dated 19th January 2004.

The liability of members is limited to £10 per member.

Anyone interested in joining as a trustee is first asked to submit a CV, which is scrutinised by the Board. By mutual agreement an informal interview is scheduled and references are taken up. A final recommendation is made to the trustees. The final decision to appoint a new trustee is taken at a Board meeting.

New trustees are often experienced and are often already familiar with the Charity, but if not they will be inducted into the role by the Trustees and will attend training courses if appropriate.

Time for God's Stakeholders:
The following groups, bodies and people are stakeholders in Time for God:

- TfG volunteers and participants in training programmes.
- The Churches, Charities and Organisations with whom TfG volunteers are placed.
- The international partner organisations, which send TfG volunteers.
- The British Council and Ecorys UK, who administer the European Solidarity Corps (Erasmus+) in the UK. Time for God staff and trustees.

Reserves:
Time for God has a new policy of endeavouring to maintain reserves equivalent to six months nondiscretionary expenditure (staff and office costs) in order to cover contractual obligations and provide some security should income significantly fall. Trustees acknowledge that, due to the added strain of the global pandemic, our current reserves do not yet meet this aspiration but are adequate for the organisation's current position. The board commits to working to increase these reserves in future financial plans.

Investments:
Any investment powers are contained in the constitution of the charity. Over the last year all cash reserves were held in three interest bearing accounts with Aldermore, RBS and the Cooperative Bank ensuring that no account exceeded the limits afforded by the Financial Services Compensation Scheme.

Risk Management:
The Board considers that adequate risk management processes are in place for the organisation. These processes include an appraisal of the risks the organisation faces, both internally and externally, and actions to mitigate the affect on the organisation.
The principal risks considered are as follows:

Erasmus+ Funding:
As predicted in last year's annual report this funding will come to an end in 2021. We have put in place a fee structure that will ensure that, in a normal year, we would not need to rely upon this funding.

Staff Turnover:
Our charity relies upon the skills and dedication of our small executive and staff team. It is clear that we have in the past year put in place a skilled and committed team and following the restructure in July 2020 and subsequent redundancy, they are well placed to efficiently and excellently deliver our aims and objectives.

Overseas Visas:
As the Brexit transition period ends, and the UK loses access to free movement of EU citizens, we will be required to process many more visa applications than we have in the past. The UK government has made changes to the visa system in light of this transition and this will impact upon our volunteers moving forward. Our ability to process these visas and access to the numbers of visas we require will be more than adequate. It must be considered that cost to our volunteers partners, in particular from poorer European nations will increase by around £860 year on year. We will continue to talk to our partners about how this is likely to impact upon their numbers. It is worth considering options that may assist volunteers in coming to our programme, such as, running a <7 month programme that significantly reduces their cost (as a £624 health surcharge is not required) and also making use of a bursary scheme, both run by ourselves and by our partners. There are no changes to those coming from non-EU countries.

Financial Controls:
Cash Flow management remains key for us. We continue to use the tight financial controls mentioned in last year's report. These will be even more necessary as we recover from the impact of the pandemic.

Reputation:
The Time for God organisation has been successfully operating for over 50 years, and has an excellent reputation in the volunteering world for its work. Nevertheless our reputation could potentially be adversely affected by any one incident. We work hard therefore to maintain strong relationships with both placement partners and funding partners based upon regular open communication, and in particular have put mechanisms in place (including training, field visits, and safeguarding) to ensure our volunteers have a good experience whilst volunteering with us. The Board and executive team will endeavor to remain alert to these and other risks, and remain committed to take such action to mitigate them during the course of the upcoming year.

Trustees responsibilities in respect of the financial statements:
The Charity's trustees (who are also directors for the purposes of company law) are responsible for preparing a trustees 'annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Charity's trustees to prepare financial statements for each year which 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 the financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently; • observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Statement as to disclosure of our auditors
In so far as the trustees are aware at the time of approving our trustees 'annual report:

- there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the charitable company's auditor is unaware, and
- the trustees, having made enquiries of fellow directors and the charitable company's auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Time for God

Trustees' Annual Report for the year ended 31 August 2020

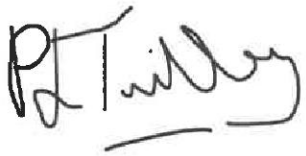
Reference and Administrative Information

Bankers:
The Cooperative Bank Plc
1 Balloon Street
Manchester
M60 4EP

Operations Manager:
Dave Magill

Auditors:
Brown Butler
Chartered Accountants
& Statutory Auditor
Leigh House
28-32 St Paul's Street
Leeds
LS1 2JT

Approved by the Trustees and signed on their behalf by:



Peter Twilley
Chairperson of Trustees
Dated: 12/5/2021

Trustees and Directors:
The following people served as trustees and directors of the company during the year:

Peter Twilley
John Evans
Nicholas Gould
Karen Hopkins
Chloe Lewis
Tim Clifford (resigned 3rd August 2020)
Dave Gatward (resigned 5th November 2019)
Thelma Commey (appointed 3rd August 2020)
Reverend Adrian William Chase Smith (appointed 3rd August 2020)

Andrew Johnston and Carolanne Murraine were appointed as trustees and directors on 16 February 2021.

Karen Hopkins resigned as a trustee and director on 31 December 2020.

Posts Held:

Company Secretary:
John Evans

Overseeing Treasurer:
Andrew Johnston

All trustees give of their time freely and none of the trustees had any beneficial interest in the Charity during the year. In preparing their report, the trustees have taken advantage of the small companies' exemption under section 415A of the Companies Act 2006.

Opinion
We have audited the financial statements of Time for God (the "charitable company") for the year ended 31 August 2020 which comprise the Statement of Financial Activities (including the Income and Expenditure Account), the Balance Sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, 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 August 2020 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis of 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 Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Material uncertainty related to going concern

We draw your attention to note 1(b) in the financial statements which indicates that the COVID-19 pandemic has continued to restrict the activities undertaken by the charitable company which in consequence has negatively impacted its available financial resources. As stated in note 1(b) the circumstances of the pandemic in particular together with the potential financial implications of Brexit indicate that a material uncertainty exists that may cast significant doubt on the Charity's ability to continue as a going concern. Our opinion is not modified in respect of this matter.

Other information
The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

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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 in consistent with the financial statements; and

- 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 the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

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

- adequate accounting records have not been kept by the charitable company, or returns adequate for our audit have not been received from branches not visited by us; or

- the charitable company's 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;

- 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 included in the Trustees' Annual Report, the trustees (who are the directors for the purpose 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 cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's 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.

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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 auditor's report.

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

Denis Cross (Senior Statutory Auditor)
For and on behalf of Brown Butler
Chartered Accountants and Statutory Auditor
Leigh House
28-32 St Paul's Street
Leeds
LS1 2JT

18 May 2021

Statement of Financial Activities for the year ended 31st August 2020
Including the Income and Expenditure Account

	Notes	Unrestricted Funds £	Total 2020 £	Total 2019 £
Income				
Income from Generated Funds				
Voluntary income – donations	2a	5,145	5,145	665
Income from Charitable Objectives				
- Volunteering	2b	161,988	161,988	439,266
Government job retention scheme income		61,036	61,036	-
Total Income		228,169	228,169	439,931
Expenditure				
Charitable Activities				
- Volunteering and training	3	318,301	318,301	381,145
Governance Costs				
Governance costs	3	6,829	6,829	13,017
Total Expenditure		325,130	325,130	394,162
Net Income and Net Movement in funds		(96,961)	(96,961)	45,769
Total Funds brought forward 1st September 2019		107,597	107,597	61,828
Total Funds carried forward 31st August 2020		10,636	10,636	107,597

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The notes on pages 16 to 22 form part of these financial statements.

Time for God

Company number: 3971726
Balance Sheet at 31st August 2020

	Notes	2020 £	2019 £
Fixed Assets			
Tangible assets	4	2,925	1,388
Current Assets			
Debtors	5	21,504	53,302
Cash at bank and in hand		48,948	98,449
		70,452	151,751
Creditors			
Amounts falling due within one year	6	62,741	45,542
Net Current Assets		7,711	106,209
Net Assets		10,636	107,597
The funds of the Charity:			
Unrestricted funds	8	10,636	107,597

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime of the Companies Act 2006.

These financial statements were approved by the Trustees on 17/5 2021 and signed on their behalf.

Chairperson of Trustees:

Peter Twilley



The notes on pages 16 to 22 form part of these financial statements.

Notes to the Financial Statements

1 Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) second edition – October 2019 (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006 insofar as they are applicable to small entities.

Time for God meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). The financial statements are presented in sterling (£).

b) Going concern

The trustees have undertaken a review of the future prospects of the Charity taking into account its current position and principal risks. The review considered both the ongoing impacts of the COVID-19 pandemic and the effects of Brexit on the charity sector and also on the Charity itself.

The COVID-19 pandemic has developed rapidly in 2020. The imposition by various Governments of travel and other restrictions to contain the virus resulted unavoidably in the premature termination of the Charity's 2019/20 Volunteering Programme at the end of March 2020. In response, the trustees acted promptly to reduce operating costs and closed the Charity's premises with employees furloughed or working from home where possible. However, these travel and other restrictions continue to impact the Charity severely and the uncertainty of their duration does cast doubt on the Charity's ability to continue in operation and to meets its liabilities and other financial commitments as they fall due over the 12 month period following approval of these financial statements.

Brexit has also negatively affected the Charity which will no longer have access to Erasmus+ grant funding following the UK's exit from the European Union. The trustees and their team continue to seek new opportunities for grants and other funding including but not limited to the restructuring of placement fee arrangements with its volunteers. Staff and trustees are also exploring the opportunities of recruiting a number of UK volunteers to serve in the UK which they see as an opportunity in light of the ongoing challenges of international travel and international volunteering caused by the COVID pandemic. It is anticipated this could offset some of the losses caused by the cessation of Erasmus+ funding.

Although there can be no certainty, the trustees are of the opinion that should the Government's published roadmap out of lockdown be successful the actions that they are taking to mitigate the financial and other effects of the pandemic and the financial implications of Brexit in relation to grant funding will be sufficient to enable the Charity to resume its volunteering activities with effect from September 2021. Accordingly, the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

c) Fund accounting

The Charity has in the past maintained different funds.

Unrestricted funds represent the funds of the Charity that are not subject to any restrictions regarding their use and are available for application to the general purposes of the Charity at the discretion of the trustees in furtherance of the objects of the Charity, but as at the end of the year had not been specifically allocated.

Restricted funds represent funds where the grants and donations received are requested by the donor to be spent on a specific purpose. Funds that may be designated for a particular purpose by the Charity are classed as restricted funds. Time for God does not currently hold any restricted funds and none were applied to this period.

Notes to the Financial Statements

1 Accounting Policies

d) Income

All income accruing to the Charity during the year is recognised in the Statement of Financial Activities as soon as it is prudent and practicable to do so. Gifts in kind are included in the financial statements at their approximate market value at the date of receipt. Grants receivable are recognised to the extent that the Charity is irrevocably entitled to retain them.

Volunteering income is recognised by reference to the stage of completion of the contract. The stage of completion of a contract is measured by comparing the service provided to date to the total contracted obligation. If at the balance sheet date completion of the contract is dependent on external factors, then the revenue is recognised only when the event occurs.

e) Expenditure

All expenditure is accounted for on an accruals basis and is classified under headings that aggregate all costs relating to the category.

Activities in furtherance of the Charity's objectives comprise all expenditure directly relating to the running costs of the TfG training programmes. This includes the costs of conferences, training and support, staff salaries for training officers and other operation staff, travel and other related costs.

Governance costs include all expenditure not directly relating to the Charity's activities. This includes the cost of renting and operating office premises, administrative staff salaries, bank charges and professional fees.

f) Tangible fixed assets and depreciation

Fixed assets for Charity use are capitalised at cost, where acquired, or market value as determined by the trustees if donated. They are stated in the financial statements at cost/original value less depreciation. Depreciation is calculated to write off the cost or valuation of fixed assets, to their expected residual values, over their anticipated useful lives as follows:

Office furniture and equipment:- on a reducing balance basis at a rate of 33.3% per annum.

g) Debtors

Amounts owed to the Charity are recognised at the settlement amount due. Prepayments are valued at the net amount prepaid.

h) Cash at bank and in hand

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

i) Creditors

Creditors and provisions are recognised where the Charity 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 can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount.

j) Cash flow statement

The Charity qualifies as a small charitable company. The trustees have elected to take advantage of the exemption under Charities SORP (FRS 102) not to prepare a cash flow statement.

Notes to the Financial Statements

1 Accounting Policies

k) **Pensions**

The Charity pays a contribution equivalent to 5% of gross salary into individual employees' NEST workplace pension schemes as requested. Employees make additional contributions to meet the minimum amounts determined by current legislation.

Contributions to all employees' individual accounts are made on a monthly basis, the amount of which is given in note 3.

l) **Foreign currencies**

Foreign currency balances have been translated at the exchange rate applicable at the balance sheet date. Income and expenditure transactions have been translated at the prevailing rate at the time of the transaction. Any significant foreign currency transactions relate to the income from the European Voluntary Service and exchange rate adjustments have been incorporated in the amount of this income.

m) **Taxation**

i) The Charity's income is exempt from UK Corporation Tax and Income Tax. Income is disclosed gross of any recoverable taxation suffered at source.

ii) Time for God is not registered for VAT and is therefore unable to recover the VAT that is incurred on purchases of goods and services in the UK. The amount of VAT that cannot be recovered is included within the appropriate underlying cost.

n) **Transactions with Trustees**

The trustees received no remuneration from the Charity. They are however entitled to claim reasonable travel and subsistence expenses in connection with attending trustee meetings and trustee training events.

o) **Deferred income**

A relevant amount of income is deferred to a later accounting period for those projects which are not complete by the balance sheet date. Grants receivable are deferred to the extent that the conditions under which they have been advanced have not been satisfied at the year end.

2 Income from Charitable Activities

	Unrestricted Funds £	2020 £	2019 £
a) **Donations and Grants**			
Donations			
Individual donations	5,145	5,145	665
b) **Activities in furtherance of TfG's objectives**			
TfG Volunteering			
European Voluntary Service Grants	20,903	20,903	199,596
Volunteers' fees	27,916	27,916	76,634
Placement fees	113,169	113,169	163,036
Sending fees			-
Total income from charitable activities	161,988	161,988	439,266

3 Expenditure on charitable activities

	Volunteering & Training £	Governance £	Unrestricted Funds 2020 £	Unrestricted Funds 2019 £
Expenditure directly allocated to charitable activities				
Conference costs	39,836	-	39,836	20,444
Salaries and NIC	125,268	-	125,268	116,457
Pension contributions	6,492	-	6,492	5,030
Staff travel	11,703	-	11,703	9,301
Volunteers pocket money	44,800	-	44,800	114,208
Sending fees	-	-	-	4,791
Support and governance costs (note below)	90,202	6,829	97,031	123,931
Total Expenditure	318,301	6,829	325,130	394,162
Support and Governance costs				
Salaries and NIC	59,690	-	59,690	55,136
Pension contributions	2,671	-	2,671	2,124
IT support	-	-	-	1,935
Computer software charge	403	-	403	-
Staff recruitment, training and welfare	2,026	-	2,026	19,195
Insurance	173	-	173	1,566
Subscriptions and memberships	375	-	375	2,865
Telephone, fax and email costs	683	-	683	629
Printing and office supplies	2,788	-	2,788	2,142
Staff travel	4,110	-	4,110	5,219
Advertising and promotions	4,305	-	4,305	3,827
Rent and room hire	3,093	-	3,093	4,162
Storage and removal costs	1,256	-	1,256	-
Bank charges and interest	809	-	809	910
Trustees meetings	-	1,829	1,829	7,842
Legal and professional fees	5,720	-	5,720	10,520
Accountancy fees	-	2,600	2,600	2,775
Auditors remuneration	-	2,400	2,400	2,400
Equipment depreciation	2,100	-	2,100	684
Total Support costs	90,202	6,829	97,031	123,931

Notes to the Financial Statements

4 Tangible Fixed Assets

	2020 Office equipment £	2019 Office Equipment £
Cost		
B/fwd 1 September 2019	9,305	9,305
Additions	3,637	-
Disposals	-	-
C/fwd 31 August 2020	12,942	9,305
Depreciation		
B/fwd 1 September 2019	7,917	7,233
Charge for year	2,100	684
Eliminated on disposals	-	-
C/fwd 31 August 2020	10,017	7,917
Net book value		
C/fwd 31 August 2020	2,925	1,388

5 Debtors

	2020 £	2019 £
Grants and fees receivable	18,164	39,130
Prepaid expenditure	3,340	14,172
	21,504	53,302

6 Creditors

	2020 £	2019 £
Sundry creditors	28,360	3,182
Deferred income (note 7)	29,501	37,380
Accrued expenditure	4,880	4,980
	62,741	45,542

7 Deferred income

	Unrestricted Funds £	2020 £	2019 £
Deferred income as at 1 September 2019	37,380	37,380	22,715
Income received in the year	159,254	159,254	454,596
Deferred income at 31 August 2020	(29,501)	(29,501)	(37,380)
Total incoming resources	167,133	167,133	439,931

Deferred income represents receipts received in advance for TfG Volunteering activities.

8 Analysis of Net Assets by Fund

Analysis of Net Assets by	Unrestricted Funds £	Restricted £	Total 2020 £	Total 2019 £
Fixed assets	2,925	-	2,925	1,388
Current assets	70,452	-	70,452	151,751
Current liabilities	(62,741)	-	(62,741)	(45,542)
Fund Balance	10,636	-	10,636	107,597

a) Unrestricted Funds

Unrestricted funds are applied to the TfG Volunteering and Training programme and the general running costs of the charity.

b) Restricted Funds

No restricted funds were carried forward from previous years and none were assigned in this year.

9 Employees' Remuneration

Total remuneration for the year amounted to £194,121 (2019: £171,593) which includes Employer's National Insurance contributions of £11,225 (2019: £10,049) and pension costs of £9,164 (2019: £7,154). The contribution received towards these costs under the Job Retention Scheme was £61,036.

No employee earned £60,000 per annum or more.

The amount paid to key management personnel during the year was £36,738 (2019: £23,167).

The average number of paid staff for the year was:

	2020 No	2019 No
Charitable activities	5	4
Administration of the Charity	3	2
	8	6

Total remuneration includes redundancy payments of £3,766 (2019: £14,233).

10 Trustees' Remuneration and Expenses

Expenses of £1,829 (2019: £7,842) have been incurred during the year. Two Trustees have made expense claims. The amount paid for reimbursed expenses represents actual expenses incurred.

11 Contingent Liabilities

The trustees are not aware of any contingent liabilities as at the balance sheet date.

12 Post Balance Sheet Events

The trustees are not aware of any events that have arisen since the end of the reporting period that materially affect these financial statements.