

JUNIOR LEAGUE OF LONDON

England & Wales · Charity number 1103298

Details

Status Registered

Legal form Charitable company

Company number [05045667](#)

Registered 2004-04-20

Register [View on the Charity Commission register](#)

Contact

Address Canopi
Unit A
Arc House
82 Tanner Street
London
SE1 3GN

Phone 02030048529

Email jrleague@jll.org.uk

Website <https://london.jl.org>

Activities

Objects: TO ADVANCE THE EDUCATION OF DISADVANTAGED PUPILS AT SCHOOLS WITHIN THE LONDON AREA BY PROVIDING PROGRAMMES AND TRAINED VOLUNTEERS TO ASSIST IN THE PROVISION OF FACILITIES FOR EDUCATION AT SUCH SCHOOLS; TO PROVIDE PROGRAMMES AND TRAINED VOLUNTEERS FOR RECREATION OR LEISURE TIME OCCUPATION WITH THE OBJECT OF IMPROVING THE CONDITIONS OF LIFE OF THOSE PERSONS WHO HAVE NEED OF SUCH PROGRAMMES BY REASON OF THEIR YOUTH, AGE INFIRMITY OR DISABLEMENT, FINANCIAL HARDSHIP OR SOCIAL AND ECONOMIC CIRCUMSTANCES; TO RELIEVE FINANCIAL HARDSHIP AMONG PEOPLE LIVING IN LONDON BY PROVIDING SUCH PERSONS WITH GOODS OR SERVICES WHICH THEY COULD NOT OTHERWISE AFFORD THROUGH LACK OF MEANS; AND TO PROVIDE GRANTS TO OTHER CHARITABLE ORGANISATIONS PROMOTING SIMILAR OBJECTS WITHIN THE LONDON COMMUNITY.

Activities: The Junior League of London is an organisation of women whose mission is to advance women's leadership for meaningful community impact through volunteer action, collaboration, and training.

Classification

- **How:** Provides Human Resources, Provides Services, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, The Prevention Or Relief Of Poverty, Arts/culture/heritage/science
- **Who:** Children/young People, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- **Area of benefit:** WITHIN THE LONDON AREA
- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-05-31	£124,768	£144,251	-	-
2024-05-31	£109,101	£134,519	-	-
2023-05-31	£145,049	£153,532	-	-
2022-05-31	£116,108	£133,284	-	-
2021-05-31	£133,843	£137,362	-	-

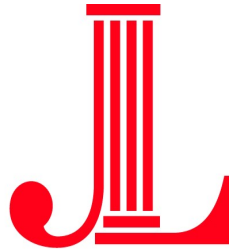
Trustees

Name	Role	Appointed
Alyson Elizabeth Tart		2023-05-24
Courtney Hagen Burnside		2024-08-04
Elizabeth Brovero		2024-08-04
Gillian Granville Bentley		2023-12-19
Jennifer Poon		2024-08-04
Kristin Wellenstein Kilshaw		2025-06-01
Melanie Claire Davis		2025-06-01
Rachael Anne Beatty		2024-08-04
Sarah Harper Allen		2024-08-04
Stamatia Maria Katsioularis		2025-06-01
Susan Bruce		2025-06-01
Susanna Claire Pitts Teixidor		2023-04-29

JUNIOR LEAGUE OF LONDON

England & Wales - Charity number 1103298

Accounts



JUNIOR LEAGUE OF LONDON

Women building better communities

(A company limited by guarantee)

**Report and Financial Statements
For the Year Ended 31 May 2025**

Charity number 1103298
Company number 05045667

JUNIOR LEAGUE OF LONDON

CONTENTS

	Page
Report of the Trustees	1 – 11
Independent Examiner's Report	12
Consolidated Statement of Financial Activities	13
Consolidated and Charity Balance Sheets	14
Notes to the Consolidated Financial Statements	15 – 25

JUNIOR LEAGUE OF LONDON

Report of The Trustees

The Trustees, who are also Directors of the charity, for the purposes of the Companies Act 2006, present their report with the financial statements of the charity, for the year ended (YE) 31 May, 2025. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts, in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

These financial statements are in compliance with FRS102 and the Charities SORP (2019).

1. Reference and Administrative Details of the Charity, its Trustees and Advisers

Charity name: Junior League of London
Charity number: 1103298
Company number: 05045667
Registered office address: C/O Canopi, Unit A, Arc House
82 Tanner Street, London SE1 3GN

Board of Directors and Trustees

The Board of Directors of the charity are its trustees for the purpose of charity law and throughout this report are collectively referred to as the Trustees.

The Trustees serving during the fiscal year 2024-25 (and up to the date of this report) are as follows (name and position):

Susanna Pitts Teixidor	President (appointed 29 April, 2023)
Alyson Tart	President Elect (appointed 24 May, 2023)
Sarah Allen	Finance Director (appointed 04 August, 2024)
Rachel Beatty	Non-Executive Director (appointed 04 August, 2024)
Jennifer Poon	Non-Executive Director (appointed 04 August, 2024)
Elizabeth Brovero	Membership Vice President (appointed 16 November, 2024)
Courtney Hagen	Communications Vice President (appointed 04 August, 2024)
Lauren Zimman	Fund Development Vice President (appointed 04 August, 2024)
Gillian Bentley-Richardson	Community Vice President (appointed 22 December, 2023)

Susanna Teixidor temporarily assumed the role on 1 April 2024 and served as the JLL Company Secretary and Director of Operations until 16 November 2024 when Kerry McIlhatton assumed the Company Secretary role.

The Trustees serving during the fiscal year 2025-26 (including the date of this report) are as follows (name and position):

Alyson Tart	President (appointed 24 May, 2023)
Rachel Beatty	President Elect (appointed 4 August 2024)
Sarah Allen	Finance Director (appointed 4 August 2024)
Kristin Kilshaw	Nominating Director (appointed 1 June 2025)
Jennifer Poon	Non-Executive Director (appointed 4 August 2024)
Susan Bruce	Non-Executive Director (appointed 1 June 2025)
Gillian Bentley-Richardson	Non-Executive Director (appointed 19 December 2023)
Elizabeth Brovero	Membership Vice President (appointed 16 November 2024)
Courtney Hagen	Communications Vice President (appointed 4 August 2024)
Melanie Davis	Fund Development Vice President (appointed 1 June 2025)

JUNIOR LEAGUE OF LONDON

Report of The Trustees

1. Reference and Administrative Details of the Charity, its Trustees and Advisers (continued)

Professional Support

Independent Examiner: Gravita Audit Oxford LLP
Park Central, 40-41 Park End Street, Oxford OX1 1JD

Bankers: CAF Bank Limited
PO Box 289, West Malling, Kent ME19 4TA

HSBC
79 Piccadilly, London, W1J 8EU

Bookkeepers: Paula Cairey Consultancy
20 Adelina Mews, London, SW12 0BGH

Solicitors: Morgan, Lewis & Bockius UK LLP
Condor House 5-10 St. Paul's Churchyard, London EC4M 8AL

2. Structure, Governance and Management

The Junior League of London (JLL, the charity or the League) is a membership organisation open to all women and those who identify as women, who have a passion for volunteering to improve the London community and who commit to fulfilling the time and financial requirements of the charity. The JLL has approximately 185 volunteer-members, and, apart from one paid employee and one bookkeeper, all of the JLL's work is performed by our volunteer-members. While the JLL is a volunteer-led organisation, it continuously strives to be professionally run, with systems and programmes for strategic planning, efficient day-to-day management, risk identification and mitigation, and leadership transition.

The JLL is a member of the Association of Junior Leagues International (AJLI), an umbrella organisation, comprising almost 300 Junior Leagues in the United States, Canada, Mexico, Kenya, France and the United Kingdom.

Governing Documents

The governing documents of the Junior League of London are the Memorandum of Association and Articles of Association of the Junior League of London. The Operating Policies and Procedures (OPPs) (last updated June 2024) are an interpretation and elaboration of the Memorandum and Articles of Association of the JLL and are in no way deemed a modification of those documents. The OPPs are reviewed regularly and amended, as required. Our Mission is *to advance women's leadership for meaningful community impact through volunteer action, collaboration and training.*

Structure

The OPPs outline the organisational structure of the JLL, how decisions are made and delegated, methods to recruit and appoint new charity trustees, membership policies, including policies and procedures for induction and training, financial management protocols and relationships with community partners. The structure through the 2024-25 fiscal year is outlined below.

The governing body of the JLL is its Board of Directors (the "Trustees" or "Board"). The members of the Board are also charity trustees for the purposes of charity law. The Trustees administer the charity and are responsible for the strategic direction and policy of the charity. Because an important part of the Mission of the charity is to develop the potential of its members for excellence in voluntary service, all the members of the Board are members of the charity, and each Board position is for a one-year term, although Board members may choose to re-apply for a subsequent, consecutive term.

The day-to-day operations of the JLL are managed by the Management Council (MC), which is chaired by the Executive Vice President. The EVP serves as the link between the Board and the MC, facilitates and ensures the overall alignment of League work and leads the MC in carrying out the mission of the League according to the strategic plan and direction.

The Exco structure is composed of four functional Councils: Community, Fund Development, Membership and Communications. Each Council is led by a Council Vice-President. For example, the Community Council comprises the Community VP and the Committee Chair(s) of each of the League's key community initiatives. Through managing the day-to-day activities and implementation of JLL initiatives, these all-volunteer Council Vice-Presidents are responsible for fulfilling the strategy, as determined by the Trustees. The Council Vice-President members also serve a one-year

JUNIOR LEAGUE OF LONDON

Report of The Trustees

2. Structure, Governance and Management (continued)

term, and may choose to re-apply for a subsequent, consecutive term.

Operations are overseen by the President and supported by the Director of Operations. This includes management of the virtual office and League wide technology as well as assisting with month end reporting, billing, scheduling and general enquiries.

Recruitment and Appointment of Trustees

Each year, Board members are selected or 'slated' by the Nominating Committee and elected for one-year terms of office by the membership of the charity. Concurrent, two-year terms are encouraged for many Board positions, though they must be re-elected by the membership for the second year in office. In keeping with the JLL's governing documents, internal policies and volunteer tradition, none of the Trustees have any beneficial interest in the charity, nor do they receive any remuneration for their services.

Setting Pay and Remuneration of Support Staff

The JLL complies with all employment laws, including offering flexible working when requested and offering an employee pension scheme as required. The JLL approaches all aspects of the organisation with our mission and values at the forefront. It is the intent of the JLL that each JLL employee shall be paid a fair salary for the job assigned. All employees sign a written contract for employment with the JLL upon commencing employment. Salary levels and pay rises are determined annually by the Board of Trustees as part of the budgeting process for the upcoming fiscal year (usually in March/April) based upon the performance of the employee. Each employee's performance is reviewed every six months by the President or, in her absence, by the President-Elect. The reviewer obtains oral and written reviews of the employee's work from the Board of Trustees.

3. Objectives and Activities for the Public Benefit

As stated in its Memorandum of Association, the Charity's Objects are:

- to advance the education of disadvantaged pupils, at schools within the London area, by providing programmes and trained volunteers to assist in the provision of facilities for education at such schools;
- to provide programmes and trained volunteers, for recreation or other leisure time occupation, with the object of improving the conditions of life of those persons who have need of such programmes, by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances;
- to relieve financial hardship among people living in London, by providing such persons with goods or services, which they could not otherwise afford through lack of means; and
- to provide grants to other charitable organisations promoting similar Objects within the London community.

The JLL's Mission Statement is consistent with its Objects: The Junior League of London is an organisation of women committed to advancing women's leadership for meaningful community impact through volunteer action, collaboration, and training.

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit, when reviewing the charity's aims and objectives, and in planning future activities.

Strategic Report

4. Achievements and Performance

The 2024-2025 year marked our 40th year as a member of the Association of Junior Leagues International and was a year of marking the impact of the JLL in the London community.

While we continue to adjust to the changing patterns of engagement across our membership and with our community partners, we remain steadfast on delivering our mission, providing benefits to people in need throughout London and empowering our members for excellence in voluntary service both within and beyond our League.

JUNIOR LEAGUE OF LONDON

Report of The Trustees

4. Achievements and Performance (continued)

Improving the Community

We meet our charity's objectives through our programmes and activities supporting disadvantaged Londoners. The JLL's vision is of a London where each person has the opportunity and means to prosper. Our charity's volunteers engaged in 489 hours of direct community service (270 hours with community partners and 219 hours dedicated to our Holiday Hampers programme), all with the goal to improve the lives of Londoners in need. In addition to direct community service, JLL membership engaged in an additional 2,619 hours of indirect community service via strategic planning, committee engagement and training hours. Taken together, the JLL was involved in over 3,044 hours of community service in 2024-25.

Since April 2008, the community focus for the JLL has been to eliminate poverty and its effects in London. Our volunteering activities have been structured through our Community Action Team (CAT), focusing on issue-based work in Homelessness and Education & Employment.

We also maintained our long-standing Holiday Hampers Programme, working to engage members and non-members alike through donation drives at members workplaces. With an increase in new members in 2024 - 2025, we focused on opportunities for in-person volunteering and membership engagement. We also welcomed a new community partner, Little Village Baby Bank, expanding on our work with women and families impacted by poverty.

As part of our focus, we evaluated which partnerships were most in line with our mission and resonated most with members, leading to a decrease in total partnerships for volunteering. However, as a result, we found increased engagement from members with volunteering opportunities. As a result of the reset, we increased shifts offered to members and increased our impact. The JLL's unique volunteering model is extremely impactful, as it provides additional hours of free resources for community partners, which would otherwise have been completed by paid staff, saving them thousands of pounds. Our community-facing programmes also help promote our organisation and our community partners to non-members.

Holiday Hampers

In existence since 1998, Holiday Hampers is one of the JLL's longest-running programmes and the cornerstone of our community outreach efforts. This past Christmas (December 2024), we provided 855 customised hampers, filled with food, essentials, and gifts for more than 1,100 of London's most vulnerable individuals. We increased the scope of agencies we partner with to help these families and individuals feel the spirit of the holidays which can be a difficult period, made even more challenging through the Cost-of-Living Crisis. Our hampers are often the only gifts they receive and make a real difference in their lives by making them feel cared for and less isolated. Our members provided 219 volunteer hours to assemble the hampers, in addition to the many more hours spent throughout the year securing content and assembly venue donations; liaising with agencies to identify appropriate recipients; purchasing customised hamper contents; and organising the assembly and delivery of the hampers.

Community Action Team

JLL's Community Action work is focused on Education & Employment and Homelessness. We partner with community organisations in various ways, including by providing trained volunteers and resources to meet the needs of our partners throughout the year.

The JLL's work in Education & Employment focuses on breaking the cycle of poverty through support activities for both children and adults. In March 2025, we donated books to pupils at Deptford Park Primary School, and along with the World Book Day event, donated a total of 250+ books to this diverse inner-London school. In Homelessness, the JLL leads efforts to organise and manage opportunities for our volunteers to fight the effects of poverty in London. Our community action work this year offered volunteer shifts with ten of our community partners, including sorting winter coat donations for Wrap Up London; serving meals at drop-in centres for Restart and Manna Centre; and providing more than 70 period packs for Little Village Baby Bank.

JUNIOR LEAGUE OF LONDON

Report of The Trustees

4. Achievements and Performance (continued)

JLL 2024-25 Community Partners and Holiday Hampers recipients:

Cardinal Hume Centre*
Children's Book Project
Dashwood House*
Deptford Park Primary School
Family Action Wandsworth*
Family Friends*
Families for Peace
Glass Door Chelsea and Fulham
Hestia Brent*
Hestia Richmond*
Hestia Wandsworth*
Houston for Women*
Lambeth Community Early Help*
Little Village Baby Bank
Manna Centre
Notting Hill Genesis*
Restart Lives
St. Vincent's Family Project*
Wandsworth Earl Help Family Support NEWPIN*
West London Action for Children*
Wrap Up London

* 2024-2025 Holiday Hampers Recipients

JUNIOR LEAGUE OF LONDON

Report of The Trustees

4. Achievements and Performance (continued)

Member Training and Development

An important part of delivering our mission is providing training for our volunteers to serve in the community. In the 2024-25 League year, we delivered 371 hours of mission-focused training over eight training sessions. Throughout the year, in addition to structured training sessions designed by JLL members as well as AJLI training conferences, our volunteers have the opportunity to participate as members or leaders of our committees and community programmes, which provide them with valuable 'on-the-job' training to include critical civic skills such as volunteer team organisation, fundraising, leadership skills, and community partner relationship management. Our members also have access to extensive online training and resources provided by AJLI, and we sponsored a leader to attend two AJLI conferences.

Training for Current League Members

In the 2024-25 League year, we held two General Membership Meetings, two Social General Membership Meetings and one Annual General Membership meeting, marking the end of the year and handover to new leadership. These general membership meetings provide the opportunity to educate all members about our work, issues impacting our operations, upcoming volunteer opportunities, and learning from guest speakers who are each thought leaders in their fields. These sessions also offer our members a forum in which they can ask questions, exchange ideas and discuss broader social and development issues impacting our community and members.

A highlight of each League year are the full-day leadership conferences organised by the Leadership Education and Development (LEAD) committee. This year, we hosted two Leadership Conferences, in the autumn and the spring. Sessions were led by leaders in their fields, both members and external speakers, and included topics such as overcoming obstacles, discovering your values, aligning actions with goals, and developing leadership skills, including engaging others and crucial conversations.

We also continued to utilise social media, email newsletters and direct messaging platforms to help members stay connected with one another, understand the needs of London and our community partners, and raise awareness of volunteering opportunities and the impact we are making in the community.

Training for the JLL Leadership Team

Ensuring our leaders are ready to effectively manage volunteers during the year is an important contribution that we seek to make in providing trained volunteers to the community and developing our members more broadly. The incoming Board and Leadership Team participate in annual training days organised and run by the JLL President and President-Elect to prepare them for their responsibilities during the year. The Board of Trustees had a full day of training and planning, and all members in leadership positions were invited to attend an in-person training at the beginning of the League year.

In addition to London-based training, our President-Elect also attended (in-person) role-specific training offered annually by AJLI, in San Diego and Miami.

Training for New League Members

During the 2024-25 League year, we welcomed 33 women to our New Member training and development programme with all going on to activate. To ensure a seamless onboarding process and increased flexibility for new members, the Membership committee adopted a rolling onboarding process, including 6 new member sessions throughout the year. During their training, New Members learned about our community focus as well as the mission of our charity through a series of orientation sessions alongside their membership commitments. The new members participated in various JLL activities, including Holiday Hampers (see above) and the Little Black Dress Initiative (see below), as well as engaging in volunteer shifts, socials, and general meetings. These activities allowed the New Members to not only learn about what we do, but also helped them integrate with our Active members, which will aid their transition into the League as engaged community volunteers.

Promotion of Voluntary Service

With dedication, training and strong organisation, the JLL believes that everyone can succeed as a volunteer and make a difference in her community. The League not only helps members become successful, lifelong volunteers, advocates and civic leaders, but also promotes voluntarism by making members aware of other volunteering opportunities in the London community and encouraging them to become more involved.

JUNIOR LEAGUE OF LONDON

Report of The Trustees

4. Achievements and Performance (continued)

Little Black Dress Initiative

Founded in 2014, the Little Black Dress Initiative (LBDI) is a week-long, social media-driven advocacy campaign to raise awareness about poverty and its effects in London. October 2024 was our 12th campaign. Participants had the option to wear the same black outfit throughout the campaign to stand in solidarity with vulnerable Londoners and promote the work of our volunteers. Alongside the, each day the Junior League of London and participants posted statistics and information about poverty in London and the JLL's work to fight it, as well as ways that donors and volunteers can get involved. The campaign not only raises funds for our work, but also provides our members with valuable advocacy skills, and promotes opportunities to make a difference through volunteerism.

Amplifying our Impact

In addition to serving as volunteers for the JLL, our members often take the experience they have gained through the Junior League and apply it to other organisations in a variety of capacities, whether as volunteers, employees, or trustees, thus furthering the promotion of volunteerism. This is one of the reasons the JLL works with many and varied community partners, to ensure members have a range of opportunities to volunteer and make a difference in the London community.

In addition to this work, our members also raise awareness about poverty and the positive work of the Junior League of London externally. This year, we received a Growth Award from the AJLI enabling us to increase our branding and promotion to drive membership and retention. We see this as a positive path forward, as increased membership will enable us to continue to make an impact in the London community.

Resources Spent on Charitable Activities

Community programmes: £78,351

- Principal Activities:
 - Holiday Hampers: £65,235
 - Community Action Team: £844

Member training and development: £21,241

- Principal Activities
 - Dues paid to Association of Junior Leagues: £7,553
 - Costs associated with attending AJLI conferences: £2,281

5. Financial Review of Operations

JLL's target is to operate within its set budgets and achieve a balanced budget each fiscal year to allow it to successfully provide support to its community partners and develop the potential of its volunteers through training. It is not the JLL's goal to generate large surpluses, but instead, to focus on covering our costs so that it effectively uses funds raised. The financial results of the JLL's operations are provided on a consolidated basis, including its wholly owned subsidiary, JLL Enterprise Limited "JLLE".

For fiscal year 2024-25, JLL ended the year with a deficit of £19,483 (2023-24 deficit of £25,418).

Incoming Resources

Incoming Resources for 2024-25 totalled £124,768 representing an increase of 14% compared to the prior year total of £109,101.

Income from charitable activities totalled £65,776 (2023-24: £52,247).

Income from grants, donations and legacies totalled £53,130 vs. 50,458 in 2023-24.

JUNIOR LEAGUE OF LONDON

Report of The Trustees

5. Financial Review of Operations (continued)

Incoming Resources (continued)

Our largest single source of income, membership dues, decrease slightly year-on-year. Dues and transfers fees income totalled £27,677, down from last year's income of £30,960. This decrease was driven by a reduction in membership renewals.

Lastly, we received £39,240 in in-kind donations.

Resources Expended

Total Resources Expended for 2024-2025 was £144,251, approximately 7% more than last year's total of £134,519.

Our largest direct expenditure remains our investment in community programmes totalling £78,351 with Holiday Hampers receiving the majority of support and continuing to be our signature programme throughout the year. These funds are an increase compared to the prior year spend of £68,921. While the Community costs were 50% higher than budget, this was largely driven by higher than budgeted In Kind donations which are budget neutral.

During the year, the JLL continued its commitment to its mission to support the development of volunteers to grow as future leaders in the community and serve as trained leaders within the JLL, spending a total of £21,241 on JLL membership training and development activities vs. £23,682 in the prior year.

Finance and Operational costs were £44,808 vs £50,918 in 2023-2024. A focus on controlling costs mitigated inflation and cost of living increases.

The charity ended the year with £236,762 in total net assets, where only £2,578 is restricted.

Trading Subsidiary

Junior League of London Enterprises Limited ("JLLE") is a wholly owned trading subsidiary of the Junior League of London, through which it engages in active, commercial activities. JLLE's activities primarily consist of sales of "Living in London: A Practical Guide", a book targeted at expatriates relocating to London. 1% of JLL's costs were allocated to JLLE in line with our allocation from 2024-25.

The Board of Trustees voted to wind down this Trading Subsidiary given the lack of need for it going forward and the costs it takes to run. The Board subsequently applied for strike off in December 2025.

Reserves, Reserves Policy and Going Concern

Reserves:

The JLL's total reserves being carried forward from 2024-2025 total £236,762. The reserves are classified as restricted and unrestricted with unrestricted reserves including a subset of designated and other unrestricted. Restricted funds total £2,578, designated funds total £84,034 and other unrestricted funds total £150,150.

Reserves Policy:

The JLL reserves policy is defined to sufficiently cover unforeseen events in the short-term, for a large variation in income from a major fundraiser, loss of membership dues, or impact of London's economic and political environment. The amount of reserves must be greater than the annual average of the previous three years' operating expenses.

For the three years ended 31 May 2025, JLL's operating expenses averaged £52,023 based on the average of the previous three years: (2023: £60,344, 2024: £50,918, 2025: £44,808).

With a current balance of £236,762 less the restricted funds totalling £2,578 and designated balances totalling £84,034 JLL remains in compliance with its Reserves policy.

JUNIOR LEAGUE OF LONDON

Report of The Trustees

5. Financial Review of Operations (continued)

Reserves, Reserves Policy and Going Concern (continued)

Restricted Funds:

1. Scholarship fund - £2,354
Established in April 2020, The JLL Scholarship Funds was established to provide an opportunity for current and prospective members ("members") to receive financial support on their Membership fees. An application is completed by an interested member and is subsequently reviewed by a Scholarship Committee consisting of Trustees and other leaders.
2. LBDI COVID-19 Community Fund - £224
In response to the COVID 19 pandemic, all the net funds raised from the May 2020 LBDI COVID-19 Community Appeal were restricted to support our community partners and programmes fighting poverty and the disproportionate effects of COVID on vulnerable Londoners. Any member is allowed to identify a project to fund. Subsequently, each request is reviewed by the Community VP and Finance Director and either approved or rejected as appropriate.
3. Holiday Hampers Fund - £0.
Funds to directly support the Holiday Hampers program. Spend is reviewed by the Community VP and Finance Director and either approved or rejected as appropriate. The fund was spent down the year to support Holiday Hampers Committee requests for additional budget.

Designated Funds:

- 1) Resource Fund: £43,786
 - Established to meet emergency expenditures that may not be foreseen when budgets are set, that are required to enhance the service of the JLL to the community
- 2) 30th Anniversary Fund: £30,248
 - Established at the 30-year anniversary date; these funds can be used by future Boards to ensure the long-term financial stability of the JLL
- 3) JLL Community Impact Fund: £10,000
 - Established to be used explicitly for projects / events that impact the JLL's Community Focus.

Going Concern:

Following the review of JLL's financial performance for 2024-25, combined with the level of Reserves in place, the Trustees have a reasonable expectation that the charity will be able to continue in operational existence for the foreseeable future, and they continue to adopt the going concern basis of accounting in preparing the annual financial statements.

Principal Risks and Uncertainties

The JLL has established a Risk Policy and Risk Register which detail potential risks and steps to mitigate those risks. These policies are managed by the Finance Director and updated as needed. A full review is conducted every five years. The Trustees examine the major strategic, business, and operational risks facing the charity and confirm that any necessary steps have been taken to lessen these risks. At each Board meeting, Trustees are required to register any changes in interest with the Company Secretary who keeps the Interests Register updated. The Trustees review their risk management strategy and plan annually or more often if circumstances require. The Finance Director is also required to review the JLL's insurance policy to make sure we have adequate coverage and to ensure risk reduction wherever possible.

The principal risks and uncertainties facing the charity are:

- Changing needs of community partners as a result of the pandemic.
- Member transience and fluctuating membership numbers relating to economic climate, factors associated with the pandemic, immigration policy changes and the need to diversify our streams of new members.
- Key-person risk from the departure of the JLL's current bookkeeper and/or Director of Operations, as well as veteran and experienced members on whom the JLL relies for much of its institutional knowledge.
- Changing nature of the charity fundraising environment and the continued work into developing new revenue streams.

During the year, the Board and Exco continued to focus on these areas as a priority as we developed and executed our Annual and Strategic Plans.

JUNIOR LEAGUE OF LONDON

Report of The Trustees

5. Financial Review of Operations (continued)

Fundraising Practices

The JLL recognises the reliance of fundraising is essential to deliver its mission. Our fundraising strategy is multi-faceted targeting JLL members (our primary source of funds), members of the public, corporate donations and grants provided by Government or other Non-Profits.

Fundraising activities are supervised by the Fund Development Vice President (a member of the Executive Committee and of the Board of Trustees). Our annual budget, which is approved by our members, places targets on fundraising revenue and expenses, with a strict approval process for unbudgeted spend. All prize-draws comply with required regulations. Our fundraising activities are executed by our volunteer-members, without support from professional fundraisers; and we are not aware of any complaints made during the financial year.

6. Plans for Future Periods

For the 2025-26 year, we have planned a programme of community service and training activities, offering a variety of both in-person and virtual to address the ever-changing needs of those we serve and our members in light of learnings from the pandemic and the changing environment around us.

The Board of Trustees reviewed performance against the five-year strategic plan and will be updating it to reflect the ever-changing needs of both the community we serve and our members. In 2025 - 2026, the League will be conducting a review of its strategic plan to better align to our current organisational size, as well as the charity landscape. For the 2024 - 2025 years, we have developed detailed plans to deliver against the year five objectives of the five-year strategic plan, across all four of our pillars: Community & Civic Leadership, Lifelong Membership, Operational Excellence, and Continuous Development. The strategic priorities for the year ensure we are building a sustainable organisation for the future.

- **Lifelong Membership**

In the 2024-25 League year, we had a focus on increasing engagement with current members and expanding our recruitment efforts. Having received support from the AJLI through the Growth Fund, we expanded our recruitment outreach leading to a large increase in our new member intake. The 40th Anniversary celebrations also lead to an increase in Sustainer engagement, including returning members who had previously left the league.

The focus for the 2025-26 League year will be to continue promote engagement with current members and evaluate how we promote value to our members.

- **Operational Excellence**

In 2024 - 2025, we continued to embed our new budgeting process based off our membership vote. We are looking at ways to build on our current fundraising activities, as well as diversifying our funding strategy to expand our reach and reduce reliance on membership dues

In 2025 - 2025, we are focusing on documentation of critical office functions to minimise impact for any future employee handovers and transition our necessary IT infrastructure.

- **Continuous Development**

In 2024-25, we simplified our new member programme to allow more flexible options for members to join, both in timing of the programmes, as well as path to active membership. We also expanded options for training – while continuing to run our in-person conferences, we piloted our League Learning Lounges. This allowed us to both leverage our members professional and personal expertise, as well as offer flexible, online training for our members. We also began expanding our Holiday Hampers programme with the introduction of Boxes for Good to benefit additional community partners and needs.

In 2025, we will look to build upon our new member programme with the success of onboarding a higher number of new members. We will also look at expansion of our Boxes for Good with additional community partners and through donations from members and sponsors. As we continue to look at how to diversify our revenue streams, we will investigate additional sources, such as paid conference.

JUNIOR LEAGUE OF LONDON

Report of The Trustees

5. Financial Review of Operations (continued)

- **Community & Civic Leadership**

As reflected across all four strategic pillars, the challenging economic environment has brought our mission to life even more brightly. Our focus continues to be alleviating the effects of poverty and driving positive change. The plans for 2025-26 continue to build on that focus, whether it is expanding our own programmes (e.g., Holiday Hampers, Boxes for Good, World Book Day), relationships with existing partners or identifying new partners for new relationships. Our community-facing activities ensure our members have opportunities to apply their skills as volunteers and civic leaders in the wider community.

The Board of Trustees will work with our membership over the course of the coming year to further develop these priorities and our plans for the future as we develop our strategic plan to guide the next five years of our operations.

2025-26 Budget

In planning the 2025-26 budget, we remained mindful of the current economic environment and our reduced income and thus planned our programming accordingly. The membership has approved a (deficit) budget of £17,040 for the year. This is an improvement upon our 2024-2025 (deficit) budget of £25,070. The reduced deficit was accomplished through reducing in operating costs, along with increased income from our 40th Anniversary fundraising, along with increased new members. Although we anticipate a deficit overall, we have sufficient reserves and believe that the projected income and expenditures will meet the needs of our members and community whilst focusing on the long-term sustainability of our organisation.

Trustees' Responsibilities

The Trustees (who are also the directors of the JLL for the purposes of company law) are responsible for preparing the 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 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 the group, and of incoming resources and application of resources, including the income and expenditure, of the charitable group, for that period. In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and 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 business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act of 2006. They are also responsible for safeguarding the assets of the charitable company and the group 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 charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Board of Directors on 19 February 2026.....and signed on its behalf by:


.....
Alyson Tart, 2025-26 President

JUNIOR LEAGUE OF LONDON

Independent Examiner's Report

To The Members of the Junior League of London

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 May 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 report

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 the company as required by section 386 of the 2006 Act; or
- (2) the accounts do not accord with those accounting 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.

Gary Pready FCA
Gravita Audit Oxford LLP
First Floor, Park Central
40-41 Park End Street
Oxford OX1 1JD

Date:

JUNIOR LEAGUE OF LONDON

Consolidated Statement of Financial Activities

For The Year Ended 31 May 2025

	Notes	2025 Unrestricted Funds	2025 Restricted Funds	2025 Total Funds £	2024 Total Funds £
Incoming resources					
Incoming resources from generated funds:					
Donations and legacies	2	53,026	104	53,130	50,458
Charitable activities	3	65,776	-	65,776	52,247
Interest received		5,862	-	5,862	6,396
Government Grants		-	-	-	-
Total incoming resources		124,664	104	124,768	109,101
Resources expended					
Raising funds					
Costs of generating voluntary income		8,962	-	8,962	10,184
Cost of fundraising trading		28,230	-	28,230	23,246
Charitable activities					
Community programmes		77,931	420	78,351	68,921
Member training and development		21,241	-	21,241	23,682
Promotion of voluntary service		7,467	-	7,467	8,486
Total resources expended	4	143,831	420	144,251	134,519
Net incoming resources before transfers		(19,167)	(316)	(19,483)	(25,418)
Transfers between funds		-	-	-	-
Net movement in funds		(19,167)	(316)	(19,483)	(25,418)
Total funds brought forward		253,351	2,894	256,245	281,663
Total funds carried forward	13	234,184	2,578	236,762	256,245

The notes on pages 15 to 25 form part of these financial statements.

JUNIOR LEAGUE OF LONDON

Consolidated and Charity Balance Sheets

As at 31 May 2025

	Notes	2025 Group £	2024 Group £	2025 Charity £	2024 Charity £
Fixed assets					
Tangible assets	9	-	-	-	-
Investments	10	-	-	20,090	50,000
		<u>-</u>	<u>-</u>	<u>20,090</u>	<u>50,000</u>
Current assets					
Debtors	11	8,140	957	116,529	108,416
Cash at bank and in hand		247,556	272,107	119,077	145,805
		<u>255,696</u>	<u>273,064</u>	<u>235,606</u>	<u>254,221</u>
Creditors: Amounts falling due within one year	12	(18,934)	(16,819)	(18,934)	(16,039)
Net current assets		<u>236,762</u>	<u>256,245</u>	<u>216,672</u>	<u>238,182</u>
Net Assets		<u>236,762</u>	<u>256,245</u>	<u>236,762</u>	<u>288,182</u>
Funds					
Restricted funds:	13	2,578	2,894	2,578	2,894
Unrestricted funds:					
Designated funds	13	84,034	84,034	84,034	84,034
Other unrestricted funds	13	150,150	169,317	150,150	201,254
		<u>236,762</u>	<u>256,245</u>	<u>236,762</u>	<u>288,182</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 May 2025.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 May 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for:

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

Approved by the Board of trustees on..... **19 February 2026**and signed on their behalf by:


.....
Alyson Tart 2025-26 President

The notes on pages 15 to 25 form part of these financial statements.

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2025

1. Accounting policies

1.1 Basis of preparation

Junior League of London is a company limited by guarantee in the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to a maximum of £10 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principle activities are set out on page 2.

The charitable company constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2019.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value.

The financial statements are prepared in sterling which is the functional currency of the charity.

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

1.2 Basis of Consolidation

The Statement of Financial Activities (SOFA) and Balance Sheet consolidate the financial statements of the charitable company and its wholly owned subsidiary, JLL Enterprises Limited. The results of the subsidiary are consolidated on a line by line basis in accordance with FRS 102 – section 9 and the Charities SORP (FRS 102) – section 24.

Details of JLL Enterprise Limited are given in note 10 of the financial statements.

A separate statement of financial activities for the Charitable Company has not been present because the Charitable Company has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

1.3 Going Concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charitable company to be able to continue as a going concern.

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2025

1. Accounting policies (continued)

1.4 Incoming resources

All incoming resources are included in the Statement of Financial Activities (SOFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received. The following specific policies are applied to particular categories of income:

- Voluntary income includes income from donations, amounts receivable under gift aid and is recognised in the financial statements when receivable.
- Income from charitable activities includes income from membership dues, trading subsidiary income, income from fundraising events and is included in the period it relates to.

Government grants relating to incoming resources are recognised as income over the periods when the related costs are incurred. The grants received in the year relate to The Coronavirus Job Retention Scheme.

1.5 Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Cost of raising funds includes costs of generating voluntary income and the cost of fundraising. Expenditure is accounted for on an accruals basis.
- Expenditure of charitable activities comprising of those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs allocated directly to such activities and those costs of an indirect nature necessary to support them.

The irrecoverable element of VAT is included with the item of expense to which it relates.

Staff costs are allocated between costs heading according to the function of each employee.

1.6 Allocation of support and governance costs

Support costs are those that assist the work of the charitable company but do not directly represent charitable activities and include governance costs, administrative office function costs, depreciation, HR and recruitment costs, and premises costs. They are incurred directly in support of expenditure on the objects of the charitable company.

Governance costs comprise all costs involving the public accountability of the charitable company and its compliance with regulation and good practice. These costs include costs related to the independent examination.

Support and Governance costs have been allocated across the charitable activities using various percentage allocations.

1.7 Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives as follows:

Computer equipment	- 3 years, straight line basis
Office furniture and equipment	- 5 years, straight line basis

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2025

1. Accounting policies (continued)

1.8 Debtors

Other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid. Accrued income is measured at the amount due to be received.

1.9 Cash at bank and in hand

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

1.10 Creditors

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

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

1.11 Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.12 Judgements and key sources of estimation uncertainty

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

The following judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have had the most significant effect on amounts recognised in the financial statements:

Useful economic lives of tangible assets

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 9 for the carrying amount of the property plant and equipment, and note 1.7 for the useful economic lives for each class of assets.

There are no key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

1.13 Operating leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the Statement of Financial Activities as incurred.

1.14 Project Funding

Full provision is made in the accounts for the costs of new projects at the time of inception on the basis that a constructive obligation arises. Unspent balances are included within creditors.

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2025

1. Accounting policies (continued)

1.15 Funds accounting

Restricted funds – these are funds that can only be used for specific restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

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

Unrestricted general funds – these are funds which can be used in accordance with the charitable objects at the discretion of the trustees.

1.16 Taxation

The charitable company is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part II 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.

2.	Donations and legacies	2025 £	2024 £
	Grants, donations and sponsorships	4,280	9,394
	Annual fund	7,831	3,224
	Amount recovered under gift aid	1,779	1,444
	Gifts in kind:		
	- Holiday Hampers	39,240	34,396
	- Member development	-	2,000
		<u>53,130</u>	<u>50,458</u>
3.	Income from charitable activities	2025 £	2024 £
	Membership dues	27,677	30,959
	Fundraising events and campaigns	34,783	18,747
	Living in London	-	417
	Other income	3,316	2,124
		<u>65,776</u>	<u>52,247</u>

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2025

4. Analysis of Total Resources Expended

	Direct Activities	Support Costs (note 5)	Total 2025	Total 2024
	£	£	£	£
Raising funds:				
Costs of generating voluntary income	-	8,962	8,962	10,184
Cost of fundraising trading	17,028	11,202	28,230	23,246
Charitable activities				
Community programmes	68,642	9,709	78,351	68,921
Member training and development	13,773	7,468	21,241	23,682
Promotion of voluntary service	-	7,467	7,467	8,486
	<u>99,443</u>	<u>44,808</u>	<u>144,251</u>	<u>134,519</u>

Principal items included within the categories shown above are:

		2025 £	2024 £
Community programmes:	Holiday Hampers	65,235	53,417
	Community Action Teams	844	2,003
		<u>66,079</u>	<u>55,420</u>
Member training and development:	Dues paid to Association of Junior Leagues International (AJLI)	7,553	6,961
	Costs of attending AJLI training And conference	2,281	1,337
		<u>9,834</u>	<u>8,298</u>

5. Analysis of Support Costs

	2025 £	2024 £
Staff salaries and pensions	15,544	22,475
Insurance	1,297	1,214
Bookkeeping, accounts and IE fees	15,362	15,945
Professional fees	184	26
Rent & office costs	2,132	2,202
Telephone	144	342
Printing, postage and stationery	-	-
Repairs and maintenance	9,291	7,752
Bank charges	854	961
Other costs	-	1
	<u>44,808</u>	<u>50,918</u>

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2025

6. Net Income/(Expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	2025	2024
	£	£
Independent examiner fee	3,000	2,500
Depreciation – owned asset	-	-
Operating lease rentals	-	227
	<u> </u>	<u> </u>

7. Trustees' Remuneration and Benefits

The trustees received no remuneration for their services during the year under review (2024: £Nil).

8. Analysis of Staff Costs and the Cost of Key Management Personnel

	Consolidated	2024	Charity	2024
	2025	£	2025	£
	£	£	£	£
Salaries	15,367	21,964	15,367	16,473
Pensions	177	511	177	506
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	15,544	22,475	15,544	16,979

Over the course of the year there was 1 part-time paid member of staff (2024: 1 part-time).

Employee time has been allocated to support costs allocated on a percentage basis over all the costs.

No employee received emoluments above £60,000 (2024: none).

The key management of the charity comprise of the trustees only.

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2025

9. Fixed Assets	Computer Equipment £	Office Equipment £	TOTAL £
Consolidated and Charity			
Cost			
At 1 June 2024	22,554	657	23,211
At 31 May 2025	22,554	657	23,211
Depreciation			
At 1 June 2024	(22,554)	(657)	(23,211)
Charge for year	-	-	-
At 31 May 2025	(22,554)	(657)	(23,211)
Net Book Value At 31 May 2025			
	-	-	-
At 31 May 2025	-	-	-

10. Subsidiary Company

The charity owns 100% of the issued share capital of JLL Enterprises Limited, a company registered in England and Wales whose main business activities are selling the book "Living in London: A Practical Guide". The trading results of JLL Enterprises Limited that have been included in the consolidated accounts were as follows:

Profit and loss account	2025 £	2024 £
Turnover	-	422
Cost of sales	-	-
Gross profit	-	422
Administrative expenses	(990)	(1,460)
Operating (loss)	(990)	(1,038)
Interest receivable	3,015	2,684
Taxation	-	-
	2,025	1,646
Donation to Junior League of London	-	-
Surplus retained in subsidiary	2,025	1,646

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2025

10. Subsidiary Company - continued

	2025	2024
	£	£
Balance Sheet		
Current assets	128,479	126,305
Creditors: amounts falling due within one year	(108,389)	(108,239)
	<u>20,090</u>	<u>18,066</u>
Total assets less current liabilities		
Called up share capital	50,000	50,000
Retained profit and loss account	(29,910)	(31,934)
	<u>20,090</u>	<u>18,066</u>
Shareholders' funds		

11. Debtors	Group		Charity	
	2025	2024	2025	2024
	£	£	£	£
Amounts owed from group undertakings	-	-	108,389	107,459
Other debtors	-	-	-	-
Prepayments	783	957	783	957
Accrued Income	7,357	-	7,357	-
	<u>8,140</u>	<u>957</u>	<u>116,529</u>	<u>108,416</u>

12. Creditors: Amounts falling due within one year	Group		Charity	
	2025	2024	2025	2024
	£	£	£	£
Trade creditors	3,084	758	3,084	758
Taxes payable	265	-	265	-
Deferred income (note 12.1)	7,305	7,001	7,305	7,001
Accruals	8,280	9,060	8,280	8,280
	<u>18,934</u>	<u>16,819</u>	<u>18,934</u>	<u>16,039</u>

12.1 Deferred income	Group		Charity	
	2025	2024	2025	2024
	£	£	£	£
Balance as at 1 June 2024	7,001	9,472	7,001	9,472
Released in the year	(7,001)	(9,472)	(7,001)	(9,472)
Deferred in the year	7,305	7,001	7,305	7,001
	<u>7,305</u>	<u>7,001</u>	<u>7,305</u>	<u>7,001</u>
Balance as at 30 June 2025				

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2025

13. Funds

Consolidated and Charity	Brought Forward £	Incoming Resources £	Resources Expended £	Transfers £	Carried Forward £
Restricted funds:					
Holiday Hampers Program (1)	-	-	-	-	-
Scholarship Fund (2)	2,670	104	(420)	-	2,354
LBDI COVID-19 Community Fund (3)	224	-	-	-	224
	2,894	104	(420)	-	2,578
Designated funds:					
Resource Fund (4)	43,786	-	-	-	43,786
JLL Community Impact Fund	10,000	-	-	-	10,000
30 th Anniversary Fund (5)	30,248	-	-	-	30,248
	84,034	-	-	-	84,034
Other unrestricted funds:					
AJLI Marketing Award	1,334	-	-	-	1,334
General reserves	199,920	121,649	(172,753)	-	148,816
Total Charity	288,182	121,753	(173,173)	-	236,762
General reserves	(31,937)	3,015	28,922	-	-
Total Consolidated	256,245	124,768	(144,251)	-	236,762

- (1) The Holiday Hampers Program restricted fund provides dedicated funding to the Junior League of London's Holiday Hamper's Programme which on an annual basis creates gift hampers for residents in London.
- (2) Established in April 2020, The JLL Scholarship Fund was created to provide an opportunity for current and prospective members ("members") to receive financial support on their Membership fees. An application is completed by an interested member and is subsequently reviewed by a Scholarship Committee consisting of Trustees and other leaders.
- (3) In response to the COVID-19 pandemic, all net funds raised from the May 2020 LBDI COVID-19 Poverty Appeal were restricted to support our community partners and programmes fighting poverty and the disproportionate effects of COVID on vulnerable Londoners. Any member is allowed to identify a project to fund. Subsequently, each request is reviewed by the Community VP and Finance Director and either approved or rejected as appropriate.
- (4) The Resource Fund was established to meet expenditure of an emergency nature not foreseen at the time budgets were prepared, that would enhance the service of the League to the community.
- (5) The 30th anniversary fund was raised in recognition of the 30 year legacy of the JLL and in response to the Strategic Review Committee's recommendation that the JLL should move to a more sustainable financial model, whereby the JLL will raise funds before committing spending. £30k is approximately the value of the funds the League directly spent on its community and membership programmes in 2014-15, and it was decided that this was the level of financial support needed to move towards a new financial model and sustain and grow our community programmes in the future. These funds can be used as future Boards see most appropriate in keeping with the intention of the funds: to help the JLL meet future, direct community and membership costs and ensure the long-term financial stability of the League.

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2025

13.1 Funds – Prior Year

Consolidated and Charity	Brought Forward £	Incoming Resources £	Resources Expended £	Transfers £	Carried Forward £
Restricted funds:					
Holiday Hampers Program (1)	4,029	772	(16,192)	11,391	-
Scholarship Fund (2)	2,490	180	-	-	2,670
LBDI COVID-19 Community Fund (3)	2,042	-	(1,818)	-	224
	8,561	952	(18,010)	11,391	2,894
Designated funds:					
Resource Fund (4)	43,786	-	-	-	43,786
JLL Community Impact Fund	10,000	-	-	-	10,000
30 th Anniversary Fund (5)	30,248	-	-	-	30,248
	84,034	-	-	-	84,034
Other unrestricted funds:					
AJLI Marketing Award	1,334	-	-	-	1,334
General reserves	221,317	105,043	(115,049)	(11,391)	199,920
Total Charity	315,246	105,995	(133,059)	-	288,182
General reserves	(33,583)	3,106	(1,460)	-	(31,937)
Total Consolidated	281,663	109,101	(134,519)	-	256,245

14. Operating Lease Commitments

At 31 May 2025 the charity had annual commitments under non-cancellable operating leases as detailed below:

	Land and building	
	2025	2024
	£	£
Operating leases which expire: In less than one year	-	120

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2025

15. Connected Charity

The Junior League of London is a member of the Association of Junior Leagues International Inc an organisation based in the United States of America.

16. Related Party Transactions

There are no related party transactions that require disclosure in the financial statements.

17. Allocation of Net Assets between Funds

The funds of the group are represented by the following assets:

	Total £
Tangible fixed assets	-
Current assets	255,696
Current liabilities	(18,934)
	<u>236,762</u>

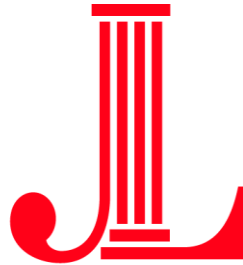
18. Consolidated Statement of Financial Activities – Prior Year

	Notes	2024 Unrestricted Funds £	2024 Restricted Funds £	2024 Total Funds £	2023 Total Funds £
Incoming resources					
Incoming resources from generated funds:					
Donations and legacies	2	49,506	952	50,458	60,196
Charitable activities	3	52,247	-	52,247	83,026
Interest received		6,396	-	6,396	1,827
Government Grants			-	-	-
Total incoming resources		<u>108,149</u>	<u>952</u>	<u>109,101</u>	<u>145,049</u>
Resources expended					
Raising funds					
Costs of generating voluntary income		10,184	-	10,184	12,069
Cost of fundraising trading		23,246	-	23,246	23,346
Charitable activities					
Community programmes		50,911	18,010	68,921	75,254
Member training and development		23,682		23,682	32,806
Promotion of voluntary service		8,486	-	8,486	10,057
Total resources expended	4	<u>116,509</u>	<u>18,010</u>	<u>134,519</u>	<u>153,532</u>
Net incoming resources before transfers		(8,360)	(17,058)	(25,418)	(8,483)
Transfers between funds		(11,391)	11,391	-	-
Net movement in funds		<u>(19,751)</u>	<u>(5,667)</u>	<u>(25,418)</u>	<u>(8,483)</u>
Total funds brought forward		273,102	8,561	281,663	290,146
Total funds carried forward	13	<u>253,351</u>	<u>2,894</u>	<u>256,245</u>	<u>281,663</u>

JUNIOR LEAGUE OF LONDON

England & Wales - Charity number 1103298

Accounts



JUNIOR LEAGUE OF LONDON

Women building better communities

(A company limited by guarantee)

**Report and Financial Statements
For the Year Ended 31 May 2024**

Charity number 1103298
Company number 05045667

JUNIOR LEAGUE OF LONDON

CONTENTS

	Page
Report of the Trustees	1 – 11
Independent Examiner's Report	12
Consolidated Statement of Financial Activities	13
Consolidated and Charity Balance Sheets	14
Notes to the Consolidated Financial Statements	15 – 25

JUNIOR LEAGUE OF LONDON

Report of The Trustees

The Trustees, who are also Directors of the charity, for the purposes of the Companies Act 2006, present their report with the financial statements of the charity, for the year ended (YE) 24 May, 2024. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts, in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

These financial statements are in compliance with FRS102 and the Charities SORP (2019).

1. Reference and Administrative Details of the Charity, its Trustees and Advisers

Charity name: Junior League of London
Charity number: 1103298
Company number: 05045667
Registered office address: C/O Canopi, Unit A, Arc House
82 Tanner Street, London SE1 3GN

Board of Directors and Trustees

The Board of Directors of the charity are its trustees for the purpose of charity law and throughout this report are collectively referred to as the Trustees.

The Trustees serving during the fiscal year 2023-24 were as follows (name and position):

Tamsin Davies	President-Elect (appointed 10 March, 2022, resigned 11 April, 2024)
Susanna Pitts Teixidor	President Elect-Elect (appointed 29 April, 2023)
Elizabeth Skibo	Finance Director (appointed 16 May, 2022)
Lydia Flock	Nominating Director (appointed 24 August, 2023)
Alyson Tart	Non-Executive Director (appointed 24 May, 2023)
Margaret Karnaze	Non-Executive Director (appointed 24 May, 2023)
Kelaine Blades	Membership Vice President (appointed 24 May, 2023)
Kimberly Burton	Communications Vice President (appointed 24 May, 2023)
Melanie Davis	Fund Development Vice President (appointed 24 May, 2023)
Halani Foulsham	Community Vice President (appointed 24 May, 2023, resigned 22 December, 2023)
Gillian Bentley-Richardson	Community Vice President (appointed 22 December, 2023)

Isobel Jewell, an employee of the Junior League of London (JLL), served as Company Secretary and Director of Operations until 31 March 2024, providing support to the Board of Trustees and the JLL. Following Mrs. Jewell's departure, Susanna Teixidor temporarily assumed the role on 1 April 2024 and served as the JLL Company Secretary and Director of Operations until year end.

The Trustees serving during the fiscal year 2024-25 (including the date of this report) are as follows (name and position):

Susanna Pitts Teixidor	President (appointed 29 April, 2023)
Alyson Tart	President Elect (appointed 24 May, 2023)
Sarah Allen	Finance Director (appointed 04 August, 2024)
Sara Niedringhaus	Nominating Director (appointed 04 August, 2024)
Rachel Beatty	Non-Executive Director (appointed 04 August, 2024)
Jennifer Poon	Non-Executive Director (appointed 04 August, 2024)
Elizabeth Brovero	Membership Vice President (appointed 16 November, 2024)
Courtney Hagen	Communications Vice President (appointed 04 August, 2024)
Lauren Zimman	Fund Development Vice President (appointed 04 August, 2024)
Gillian Bentley-Richardson	Community Vice President (appointed 22 December, 2023)

JUNIOR LEAGUE OF LONDON

Report of The Trustees

1. Reference and Administrative Details of the Charity, its Trustees and Advisers (continued)

Professional Support

Independent Examiner: John Howard FCA, Azets
2nd Floor, Regis House, 45 King William Street, London, EC4R 9AN

Bankers: CAF Bank Limited
PO Box 289, West Malling, Kent ME19 4TA

HSBC
79 Piccadilly, London, W1J 8EU

Bookkeepers: Paula Cairey Consultancy
20 Adelina Mews, London, SW12 0BGH

Solicitors: Morgan, Lewis & Bockius UK LLP
Condor House 5-10 St. Paul's Churchyard, London EC4M 8AL

2. Structure, Governance and Management

The Junior League of London (JLL, the charity or the League) is a membership organisation open to all women and those who identify as women, who have a passion for volunteering to improve the London community and who commit to fulfilling the time and financial requirements of the charity. The JLL has approximately 185 volunteer-members, and, apart from one paid employee and one bookkeeper, all of the JLL's work is performed by our volunteer-members. While the JLL is a volunteer-led organisation, it continuously strives to be professionally run, with systems and programmes for strategic planning, efficient day-to-day management, risk identification and mitigation, and leadership transition.

The JLL is a member of the Association of Junior Leagues International (AJLI), an umbrella organisation, comprising almost 300 Junior Leagues in the United States, Canada, Mexico, Kenya, France and the United Kingdom.

Governing Documents

The governing documents of the Junior League of London are the Memorandum of Association and Articles of Association of the Junior League of London. The Operating Policies and Procedures (OPPs) (last updated June 2024) are an interpretation and elaboration of the Memorandum and Articles of Association of the JLL and are in no way deemed a modification of those documents. The OPPs are reviewed regularly and amended, as required. Our Mission is *to advance women's leadership for meaningful community impact through volunteer action, collaboration and training.*

Structure

The OPPs outline the organisational structure of the JLL, how decisions are made and delegated, methods to recruit and appoint new charity trustees, membership policies, including policies and procedures for induction and training, financial management protocols and relationships with community partners. The structure through the 2023-24 fiscal year is outlined below.

The governing body of the JLL is its Board of Directors (the "Trustees" or "Board"). The members of the Board are also charity trustees for the purposes of charity law. The Trustees administer the charity and are responsible for the strategic direction and policy of the charity. Because an important part of the Mission of the charity is to develop the potential of its members for excellence in voluntary service, all the members of the Board are members of the charity, and each Board position is for a one-year term, although Board members may choose to re-apply for a subsequent, consecutive term.

The day-to-day operations of the JLL are managed by the Management Council (MC), which is chaired by the Executive Vice President. The EVP serves as the link between the Board and the MC, facilitates and ensures the overall alignment of League work and leads the MC in carrying out the mission of the League according to the strategic plan and direction.

The Exco structure is composed of four functional Councils: Community, Fund Development, Membership and Communications. Each Council is led by a Council Vice-President. For example, the Community Council comprises the Community VP and the Committee Chair(s) of each of the League's key community initiatives. Through managing the day-to-day activities and implementation of JLL initiatives, these all-volunteer Council Vice-Presidents are responsible for fulfilling the strategy, as determined by the Trustees. The Council Vice-President members also serve a one-year term, and may choose to re-apply for a subsequent, consecutive term.

Operations are overseen by the President and supported by the Director of Operations. This includes management of the virtual office and League wide technology as well as assisting with month end reporting, billing, scheduling and general enquiries

JUNIOR LEAGUE OF LONDON

Report of The Trustees

2. Structure, Governance and Management (continued)

Recruitment and Appointment of Trustees

Each year, Board members are selected or 'slated' by the Nominating Committee and elected for one-year terms of office by the membership of the charity. Concurrent, two-year terms are encouraged for many Board positions, though they must be re-elected by the membership for the second year in office. In keeping with the JLL's governing documents, internal policies and volunteer tradition, none of the Trustees have any beneficial interest in the charity, nor do they receive any remuneration for their services.

Setting Pay and Remuneration of Support Staff

The JLL complies with all employment laws, including offering flexible working when requested and offering an employee pension scheme as required. The JLL approaches all aspects of the organisation with our mission and values at the forefront. It is the intent of the JLL that each JLL employee shall be paid a fair salary for the job assigned. All employees sign a written contract for employment with the JLL upon commencing employment. Salary levels and pay rises are determined annually by the Board of Trustees as part of the budgeting process for the upcoming fiscal year (usually in March/April) based upon the performance of the employee. Each employee's performance is reviewed every six months by the President or, in her absence, by the President-Elect. The reviewer obtains oral and written reviews of the employee's work from the Board of Trustees.

3. Objectives and Activities for the Public Benefit

As stated in its Memorandum of Association, the Charity's Objects are:

- to advance the education of disadvantaged pupils, at schools within the London area, by providing programmes and trained volunteers to assist in the provision of facilities for education at such schools;
- to provide programmes and trained volunteers, for recreation or other leisure time occupation, with the object of improving the conditions of life of those persons who have need of such programmes, by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances;
- to relieve financial hardship among people living in London, by providing such persons with goods or services, which they could not otherwise afford through lack of means; and
- to provide grants to other charitable organisations promoting similar Objects within the London community.

The JLL's Mission Statement is consistent with its Objects: The Junior League of London is an organisation of women committed to advancing women's leadership for meaningful community impact through volunteer action, collaboration, and training.

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit, when reviewing the charity's aims and objectives, and in planning future activities.

Strategic Report

4. Achievements and Performance

The 2023-2024 year marked our 39th year as a member of the Association of Junior Leagues International. This year was our first year in our refreshed and streamlined operational model in which the Council VPs once again sit on the Board of Directors as Trustees, reducing duplication of efforts.

While we continue to have to adjust to the changing patterns of engagement across our membership and with our community partners, we remain steadfast on delivering our mission, providing benefits to people in need throughout London and empowering our members for excellence in voluntary service both within and beyond our League.

In line with this evolution, we updated our Operating Policies and Procedures (OPPs), reviewed relevant community partnerships and reduced costs to more effectively lead our organisation and deliver our mission.

JUNIOR LEAGUE OF LONDON

Report of The Trustees

4. Achievements and Performance (continued)

Improving the Community

We meet our charity's objectives through our programmes and activities supporting disadvantaged Londoners. The JLL's vision is of a London where each person has the opportunity and means to prosper. Our charity's volunteers engaged in 471 hours of direct community service (225 hours with community partners and 246 hours dedicated to our Holiday Hampers programme), all with the goal to improve the lives of Londoners in need. In addition to direct community service, JLL membership engaged in an additional 6,199 hours of indirect community service via strategic planning, committee engagement and training hours. Taken together, the JLL was involved in over 6,670 hours of community service in 2023-24.

Since April 2008, the community focus for the JLL has been to eliminate poverty and its effects in London. Our volunteering activities have been structured through our Community Action Team (CAT), focusing on issue-based work in Homelessness and Education & Employment.

We also maintained our long-standing Holiday Hampers Programme and hosted an annual All Service Week, with volunteer shifts across an entire week to serve our community partners' needs. We continued to encourage in-person volunteering, rebuilding activities lost during the COVID pandemic. We re-engaged with community partners as well evaluated others. We also welcomed a new community partner, Families for Peace, expanding on our work with women and families impacted by poverty.

As a result of the reset, our number of volunteering shifts decreased but we feel the shifts we did offer were more in line with our mission and the volunteering opportunities desired by members. The JLL's unique volunteering model is extremely impactful, as it provides additional hours of free resources for community partners, which would otherwise have been completed by paid staff, saving them thousands of pounds. Our community-facing programmes also help promote our organisation and our community partners to non-members.

Holiday Hampers

In existence since 1998, Holiday Hampers is one of the JLL's longest-running programmes and the cornerstone of our community outreach efforts. This past Christmas (December 2023), we provided 844 customised hampers, filled with food, essentials, and gifts for more than 1,500 of London's most vulnerable individuals. We increased the scope of agencies we partner with to help these families and individuals feel the spirit of the holidays which can be a difficult period, made even more challenging through the Cost-of-Living Crisis. Our hampers are often the only gifts they receive and make a real difference in their lives by making them feel cared for and less isolated. Our members provided 246 volunteer hours to assemble the hampers, in addition to the many more hours spent throughout the year securing content and assembly venue donations; liaising with agencies to identify appropriate recipients; purchasing customised hamper contents; and organising the assembly and delivery of the hampers.

Community Action Team

JLL's Community Action work is focused on Education & Employment and Homelessness. We partner with community organisations in various ways, including by providing trained volunteers and resources to meet the needs of our partners throughout the year. We also continue to host an Annual All Service Week in April, this year organising volunteer shifts across our community partners throughout the week, including with Families for Peace, Manna Centre and BrightenUp London.

The JLL's work in Education & Employment focuses on breaking the cycle of poverty through support activities for both children and adults. In March 2024, we donated books to pupils at Deptford Park Primary School, and along with the World Book Day event, donated a total of 325 books to this diverse inner-London school. In Homelessness, the JLL leads efforts to organise and manage opportunities for our volunteers to fight the effects of poverty in London. Our community action work this year offered volunteer shifts with ten of our community partners, including sorting winter coat donations for Wrap Up London; serving meals at drop-in centres for Restart, Manna Centre, and Glass Door; hosting clothing drives and organising a clothing drive for SmartWorks and providing more than 30 amenity kits for Restart

JUNIOR LEAGUE OF LONDON

Report of The Trustees

4. Achievements and Performance (continued)

JLL 2023-24 Community Partners and Holiday Hampers recipients:

Cardinal Hume Centre*
Dashwood House*
Deptford Park Primary School
Family Action Wandsworth*
Family Friends*
Families for Peace
Glass Door Chelsea and Fulham
Hammersmith & Fulham Foodbank
Hestia Ealing*
Hestia Harrow Refuge*
Hestia Kensington & Chelsea North*
Hestia Kensington & Chelsea South*
Hestia Kilburn*
Hestia Wandsworth*
Housing for Women*
Lambeth Community Early Help*
Manna Centre
Migrants Organise
Notting Hill Genesis*
Smart Works
Shepherd's Bush Library
Suited & Booted
St Vincent's Family Project*
West London Action for Children*
Wrap Up London

* 2023-2024 Holiday Hampers Recipients

JUNIOR LEAGUE OF LONDON

Report of The Trustees

4. Achievements and Performance (continued)

Member Training and Development

An important part of delivering our mission is providing training for our volunteers to serve in the community. In the 2023-24 League year, we delivered 392 hours of mission-focused training over seven training sessions. Throughout the year, in addition to structured training sessions designed by JLL members as well as AJLI training conferences, our volunteers have the opportunity to participate as members or leaders of our committees and community programmes, which provide them with valuable 'on-the-job' training to include critical civic skills such as volunteer team organisation, fundraising, leadership skills, and community partner relationship management. Our members also have access to extensive online training and resources provided by AJLI, and we sponsored a leader to attend two AJLI conferences.

Training for Current League Members

In the 2023-24 League year, we held two General Membership Meetings, two Social General Membership Meetings and one Annual General Membership meeting, marking the end of the year and handover to new leadership. These general membership meetings provide the opportunity to educate all members about our work, issues impacting our operations, upcoming volunteer opportunities, and learning from guest speakers who are each thought leaders in their fields. These sessions also offer our members a forum in which they can ask questions, exchange ideas and discuss broader social and development issues impacting our community and members.

A highlight of each League year are the full-day leadership conferences organised by the Leadership Education and Development (LEAD) committee. This year, we hosted two Leadership Conference, in the autumn and the spring. Sessions were led by leaders in their fields, both members and external speakers, and included topics such as amplifying your impact, overcoming obstacles, celebrating success, founding a charity, advocacy and engaging others.

We also continued to utilise social media, email newsletters and direct messaging platforms to help members stay connected with one another, understand the needs of London and our community partners, and raise awareness of volunteering opportunities and the impact we are making in the community.

Training for the JLL Leadership Team

Ensuring our leaders are ready to effectively manage volunteers during the year is an important contribution that we seek to make in providing trained volunteers to the community and developing our members more broadly. The incoming Board and Leadership Team participate in annual training days organised and run by the JLL Presidents and President-Elect to prepare them for their responsibilities during the year. The Board of Trustees had a full day of training and planning, and all members in leadership positions were invited to attend both in-person and virtual training at the beginning of the League year.

In addition to London-based training, our President-Elect also attended (in-person) role-spe-specific training offered annually by AJLI, in San Antonio and New Orleans.

Training for New League Members

During the 2023-24 League year, we welcomed 15 women to our 6-month New Member training and development programme with 9 going on to activate. During their training, New Members learned about our community focus as well as the mission of our charity through a series of orientation sessions alongside their membership commitments. The new members participated in various JLL activities, including Holiday Hampers (see above) and the Little Black Dress Initiative (see below), as well as engaging in volunteer shifts, socials, and general meetings. These activities allowed the New Members to not only learn about what we do, but also helped them integrate with our Active members, which will aid their transition into the League as engaged community volunteers.

Promotion of Voluntary Service

With dedication, training and strong organisation, the JLL believes that everyone can succeed as a volunteer and make a difference in her community. The League not only helps members become successful, lifelong volunteers, advocates and civic leaders, but also promotes voluntarism by making members aware of other volunteering opportunities in the London community and encouraging them to become more involved.

JUNIOR LEAGUE OF LONDON

Report of The Trustees

4. Achievements and Performance (continued)

Little Black Dress Initiative

Founded in 2014, the Little Black Dress Initiative (LBDI) is a week-long, social media-driven advocacy campaign to raise awareness about poverty and its effects in London. October 2023 was our 11th campaign. Participants had the option to wear the same black outfit throughout the campaign to stand in solidarity with vulnerable Londoners and promote the work of our volunteers. Alongside the, each day the Junior League of London and participants posted statistics and information about poverty in London and the JLL's work to fight it, as well as ways

that donors and volunteers can get involved. The campaign not only raises funds for our work, but also provides our members with valuable advocacy skills, and promotes opportunities to make a difference through volunteerism.

Amplifying our Impact

In addition to serving as volunteers for the JLL, our members often take the experience they have gained through the Junior League and apply it to other organisations in a variety of capacities, whether as volunteers, employees, or trustees, thus furthering the promotion of volunteerism. This is one of the reasons the JLL works with many and varied community partners, to ensure members have a range of opportunities to volunteer and make a difference in the London community.

In addition to this work, our members also raise awareness about poverty and the positive work of the Junior League of London externally. This year, we sought to raise awareness and funds via grants, donations and sponsorships which resulted in a donation from Finecast for £5,000. We see this as a positive path forward, enabling us to continue to make an impact in the London community.

Resources Spent on Charitable Activities

Community programmes: £68,921

- Principle Activities:
 - Holiday Hampers: £53,417
 - Community Action Team: £2,003

Member training and development: £23,682

- Principle Activities
 - Dues paid to Association of Junior Leagues: £6,961
 - Costs associated with attending AJLI conferences: £0
 - LEAD: £1,211.
 - New Member Development: £2,586

5. Financial Review of Operations

JLL's target is to operate within its set budgets and achieve a balanced budget each fiscal year to allow it to successfully provide support to its community partners and develop the potential of its volunteers through training. It is not the JLL's goal to generate large surpluses, but instead, to focus on covering our costs so that it effectively uses funds raised. The financial results of the JLL's operations are provided on a consolidated basis, including its wholly owned subsidiary, JLL Enterprise Limited "JLLE".

For fiscal year 2023-24, JLL ended the year with a deficit of £30,482.

Incoming Resources

Incoming Resources for 2023-2024 totalled £95,660 representing a decrease of 34% compared to the prior year total of £145,049.

The main sources of fundraising income during 2023-2024 were comprised of key events Spring Soirée, the Little Black Dress Initiative (LBDI) and several smaller events. These events generated a total net income just over £34,700 versus £35,115 from 2022-23.

Income from grants, sponsorships and donations totalled £6,816 vs. £23,695 in 2022-23. While a significant decrease, it was more in line with years prior to 2022.

JUNIOR LEAGUE OF LONDON

Report of The Trustees

5. Financial Review of Operations (continued)

Incoming Resources (continued)

Our largest single source of income, membership dues, increased slightly year-on-year. Dues and transfers fees income totalled £309,60, down from last year's income of £45,674. This decrease was driven by a smaller recruitment drives and new member intake classes, less than half of the previous year. In order to continue to grow and diversify our membership base, the Board voted to apply for and won a \$10,000 award from AJLI for advertising, to be applied in 2024-2025.

Lastly, we received £36,696 in in-kind donations.

Resources Expended

Total Resources Expended for 2023-2024 was £134,519 approximately 17% lower than last year's total of £126,142.

Our largest direct expenditure remains our investment in community programmes totalling £73,752 with Holiday Hampers receiving the majority of support and continuing to be our signature programme throughout the year. These funds are a decrease compared to the prior year spend of £75,254. While the Community costs were 50% higher than budget, this was largely driven by higher than budgeted In Kind donations which are budget neutral.

During the year, the JLL continued its commitment to its mission to support the development of volunteers to grow as future leaders in the community and serve as trained leaders within the JLL, spending a total of £1,337 on JLL membership training and development activities vs. £1,211 in the prior year. The increase was driven by the hiring speakers to support broader training topics.

Finance and Operational costs were £47,268 vs £60,344 in 2022-2023 (21% lower). A focus on controlling costs mitigated inflation and cost of living increases.

The charity ended the year with £288,182 in total net assets, where only £2,894 is restricted.

Trading Subsidiary

Junior League of London Enterprises Limited ("JLLE") is a wholly owned trading subsidiary of the Junior League of London, through which it engages in active, commercial activities. JLLE's activities primarily consist of sales of "Living in London: A Practical Guide", a book targeted at expatriates relocating to London. 1% of JLL's costs were allocated to JLLE in line with our allocation from 2022-23. In 2023-24, JLLE had a surplus of £2,668. When there exists a surplus in JLLE at the end of the financial year, these funds are gifted to JLL.

The Board of Trustees voted to wind down this Trading Subsidiary given the lack of need for it going forward and the costs it takes to run.

Reserves, Reserves Policy and Going Concern

Reserves:

The JLL's total reserves being carried forward from 2023-2024 total £256,245. The reserves are classified as restricted and unrestricted with unrestricted reserves including a subset of designated and other unrestricted. Restricted funds total £2,894, designated funds total £84,034 and other unrestricted funds total £212,645.

Reserves Policy:

The JLL reserves policy is defined to sufficiently cover unforeseen events in the short-term, for a large variation in income from a major fundraiser, loss of membership dues, or impact of London's economic and political environment. The amount of reserves must be greater than the annual average of the previous three years' operating expenses.

For the three years ended 31 May 2024, JLL's operating expenses averaged £55,717 based on the average of the previous three years: (2022: £55,890, 2023: £60,344, 2024: £50,918).

With a current balance of £256,245 less the restricted funds totalling £2,894 and designated balances totalling £84,034 JLL remains in compliance with its Reserves policy

JUNIOR LEAGUE OF LONDON

Report of The Trustees

5. Financial Review of Operations (continued)

Reserves, Reserves Policy and Going Concern (continued)

Restricted Funds:

1. Scholarship fund - £2,670
Established in April 2020, The JLL Scholarship Funds was established to provide an opportunity for current and prospective members ("members") to receive financial support on their Membership fees. An application is completed by an interested member and is subsequently reviewed by a Scholarship Committee consisting of Trustees and other leaders.
2. LBDI COVID-19 Community Fund - £224
In response to the COVID 19 pandemic, all the net funds raised from the May 2020 LBDI COVID-19 Community Appeal were restricted to support our community partners and programmes fighting poverty and the disproportionate effects of COVID on vulnerable Londoners. Any member is allowed to identify a project to fund. Subsequently, each request is reviewed by the Community VP and Finance Director and either approved or rejected as appropriate.
3. Holiday Hampers Fund - £0.
Funds to directly support the Holiday Hampers program. Spend is reviewed by the Community VP and Finance Director and either approved or rejected as appropriate. The fund was spent down the year to support Holiday Hampers Committee requests for additional budget.

Designated Funds:

- 1) Resource Fund: £43,786
 - Established to meet emergency expenditures that may not be foreseen when budgets are set, that are required to enhance the service of the JLL to the community
- 2) 30th Anniversary Fund: £30,248
 - Established at the 30-year anniversary date; these funds can be used by future Boards to ensure the long-term financial stability of the JLL
- 3) JLL Community Impact Fund: £10,000
 - Established to be used explicitly for projects / events that impact the JLL's Community Focus.

Going Concern:

Following the review of JLL's financial performance for 2023-24, combined with the level of Reserves in place, the Trustees have a reasonable expectation that the charity will be able to continue in operational existence for the foreseeable future, and they continue to adopt the going concern basis of accounting in preparing the annual financial statements.

Principal Risks and Uncertainties

The JLL has established a Risk Policy and Risk Register which detail potential risks and steps to mitigate those risks. These policies are managed by the Finance Director and updated as needed. A full review is conducted every five years. The Trustees examine the major strategic, business, and operational risks facing the charity and confirm that any necessary steps have been taken to lessen these risks. At each Board meeting, Trustees are required to register any changes in interest with the Company Secretary who keeps the Interests Register updated. The Trustees review their risk management strategy and plan annually or more often if circumstances require. The Finance Director is also required to review the JLL's insurance policy to make sure we have adequate coverage and to ensure risk reduction wherever possible.

The principal risks and uncertainties facing the charity are:

- Changing needs of community partners as a result of the pandemic.
- Member transience and fluctuating membership numbers relating to economic climate, factors associated with the pandemic, immigration policy changes and the need to diversify our streams of new members.
- Key-person risk from the departure of the JLL's current bookkeeper and/or Director of Operations, as well as veteran and experienced members on whom the JLL relies for much of its institutional knowledge.
- Changing nature of the charity fundraising environment and the continued work into developing new revenue streams.

During the year, the Board and Exco continued to focus on these areas as a priority as we developed and executed our Annual and Strategic Plans.

JUNIOR LEAGUE OF LONDON

Report of The Trustees

5. Financial Review of Operations (continued)

Fundraising Practices

The JLL recognises the reliance of fundraising is essential to deliver its mission. Our fundraising strategy is multi-faceted targeting JLL members (our primary source of funds), members of the public, corporate donations and grants provided by Government or other Non-Profits.

Fundraising activities are supervised by the Fund Development Vice President (a member of the Executive Committee and of the Board of Trustees). Our annual budget, which is approved by our members, places targets on fundraising revenue and expenses, with a strict approval process for unbudgeted spend. All prize-draws comply with required regulations. Our fundraising activities are executed by our volunteer-members, without support from professional fundraisers; and we are not aware of any complaints made during the financial year.

6. Plans for Future Periods

For the 2024-25 year, we have planned a programme of community service and training activities, offering a variety of both in-person and virtual to address the ever-changing needs of those we serve and our members in light of learnings from the pandemic and the changing environment around us.

The Board of Trustees reviewed performance against the five-year strategic plan and will be updating it to reflect the ever-changing needs of both the community we serve and our members. Alongside this, we have developed detailed plans to deliver against the year five objectives of the five-year strategic plan, across all four of our pillars: Community & Civic Leadership, Lifelong Membership, Operational Excellence, and Continuous Development. The strategic priorities for the year ensure we are building a sustainable organisation for the future.

- **Lifelong Membership**

In the 2023-24 League year, we identified ways to further support our membership model to help manage volunteer expectations, enable further flexibility and simplify our processes so we can run more efficiently and transparently. This included removing the CAT, GDS, and Events Chair roles to allow direct connections between the VP and committee members as well as reduce the number to leadership roles to fill.

The focus for the 2024-25 League year will be to promote engagement with current members and re-insert key chair roles to spread the delivery load without creating bureaucracy. Additionally, we will be kicking off a recruitment drive to further support growth and shore up our dues income as part of our 40th anniversary celebrations.

- **Operational Excellence**

In 2024-25, we will use this year to embed our new budgeting process and funding model per the 2023-24 membership votes and improve our data quality within our new volunteer management system. We are looking at ways to build on our current fundraising activities, as well as diversifying our funding strategy to expand our reach and reduce reliance on membership dues. Furthermore, we will be upgrading our office Information Technology systems to prevent risk of downtime

- **Continuous Development**

In 2024-25, as part of the focus on recruitment, we are simplifying our New Member programme to shorten the time to active membership without compromising the onboarding experiences. We are also better aligning with our parent association's already robust virtual training programmes, encouraging our members to learn relevant skills and competencies via virtual courses that meet them where they are. We will continue to run two conferences to ensure members have ample to time to for in person learning and collaboration.

JUNIOR LEAGUE OF LONDON

Report of The Trustees

5. Financial Review of Operations (continued)

● **Community & Civic Leadership**

As reflected across all four strategic pillars, the challenging economic environment has brought our mission to life even more brightly. Our focus continues to be alleviating the effects of poverty and driving positive change. The plans for 2024-25 continue to build on that focus, whether it is expanding our own programmes (e.g., Holiday Hampers, World Book Day), relationships with existing partners or identifying new partners for new relationships. Our community-facing activities ensure our members have opportunities to apply their skills as volunteers and civic leaders in the wider community.

The Board of Trustees will work with our membership over the course of the coming year to further develop these priorities and our plans for the future.

2024-24 Budget

In planning the 2024-25 budget, we remained mindful of the current economic environment and our reduced income and thus planned our programming accordingly. The membership has approved a (deficit) budget of £25,070 for the year. The higher deficit is primarily due to lower membership numbers while maintaining current programmes for the 40th anniversary year. Although we anticipate a deficit overall, we have sufficient reserves and believe that the projected income and expenditures will meet the needs of our members and community whilst focusing on the long-term sustainability of our organisation.

Trustees' Responsibilities

The Trustees (who are also the directors of the JLL for the purposes of company law) are responsible for preparing the 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 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 the group, and of incoming resources and application of resources, including the income and expenditure, of the charitable group, for that period. In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and 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 business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act of 2006. They are also responsible for safeguarding the assets of the charitable company and the group 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 charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Board of Directors on 26 February, 2025 and signed on its behalf by:

.....
Susanna Teixidor, 2023-24 President

JUNIOR LEAGUE OF LONDON

Independent Examiner's Report

To The Members of the Junior League of London

I report on the accounts of the charitable group for the year ended 31 May 2024 which are set out on pages 13 to 25.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent examiner's statement:

In connection with my examination, no matter has come to my attention:

- 1 which gives me reasonable cause to believe that, in any material respect, the requirements:
 - to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charitieshave not been met; or
- 2 to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



J Howard FCA
Azets Audit Services
2nd Floor, Regis House,
45 King William Street,
London, EC4R 9AN

Date: 27 February 2025

JUNIOR LEAGUE OF LONDON

Consolidated Statement of Financial Activities

For The Year Ended 31 May 2024

	Notes	2024 Unrestricted Funds	2024 Restricted Funds	2024 Total Funds £	2023 Total Funds £
Incoming resources					
Incoming resources from generated funds:					
Donations and legacies	2	49,506	952	50,458	60,196
Charitable activities	3	52,247	-	52,247	83,026
Interest received		6,396	-	6,396	1,827
Government Grants		-	-	-	-
Total incoming resources		108,149	952	109,101	145,049
Resources expended					
Raising funds					
Costs of generating voluntary income		10,184	-	10,184	12,069
Cost of fundraising trading		23,246	-	23,246	23,346
Charitable activities					
Community programmes		50,911	18,010	68,921	75,254
Member training and development		23,682	-	23,682	32,806
Promotion of voluntary service		8,486	-	8,486	10,057
Total resources expended	4	116,509	18,010	134,519	153,532
Net incoming resources before transfers		(8,360)	(17,058)	(25,418)	(8,483)
Transfers between funds		(11,391)	11,391	-	-
Net movement in funds		(19,751)	(5,667)	(25,418)	(8,483)
Total funds brought forward		273,102	8,561	281,663	290,146
Total funds carried forward	13	253,351	2,894	256,245	281,663

The notes on pages 15 to 25 form part of these financial statements.

JUNIOR LEAGUE OF LONDON

Consolidated and Charity Balance Sheets

As at 31 May 2024

	Notes	2024 Group £	2023 Group £	2024 Charity £	2023 Charity £
Fixed assets					
Tangible assets	9	-	-	-	-
Investments	10	-	-	50,000	50,000
		-	-		50,000
Current assets					
Debtors	11	957	880	108,416	107,841
Cash at bank and in hand		272,107	303,287	145,805	178,469
		273,064	304,167	254,221	286,310
Creditors: Amounts falling due within one year	12	(16,819)	(22,504)	(16,039)	(21,064)
Net current assets		256,245	281,663	238,182	265,246
Net Assets		256,245	281,663	288,182	315,246
Funds					
Restricted funds:	13	2,894	8,561	(8,497)	8,561
Unrestricted funds:					
Designated funds	13	84,034	84,034	84,034	84,034
Other unrestricted funds	13	169,317	189,068	212,645	222,651
		256,245	281,663	288,182	315,246

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 May 2024.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 May 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for:

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

Approved by the Board of trustees on 26 February 2025 and signed on their behalf by:



Susanna Teixidor 2023-24 President

The notes on pages 15 to 25 form part of these financial statements.

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2024

1. Accounting policies

1.1 Basis of preparation

Junior League of London is a company limited by guarantee in the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to a maximum of £10 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principle activities are set out on page 2.

The charitable company constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2019.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value.

The financial statements are prepared in sterling which is the functional currency of the charity.

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

1.2 Basis of Consolidation

The Statement of Financial Activities (SOFA) and Balance Sheet consolidate the financial statements of the charitable company and its wholly owned subsidiary, JLL Enterprises Limited. The results of the subsidiary are consolidated on a line by line basis in accordance with FRS 102 – section 9 and the Charities SORP (FRS 102) – section 24.

Details of JLL Enterprise Limited are given in note 10 of the financial statements.

A separate statement of financial activities for the Charitable Company has not been present because the Charitable Company has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

1.3 Going Concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charitable company to be able to continue as a going concern.

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2024

1. Accounting policies (continued)

1.4 Incoming resources

All incoming resources are included in the Statement of Financial Activities (SOFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received. The following specific policies are applied to particular categories of income:

- Voluntary income includes income from donations, amounts receivable under gift aid and is recognised in the financial statements when receivable.
- Income from charitable activities includes income from membership dues, trading subsidiary income, income from fundraising events and is included in the period it relates to.

Government grants relating to incoming resources are recognised as income over the periods when the related costs are incurred. The grants received in the year relate to The Coronavirus Job Retention Scheme.

1.5 Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Cost of raising funds includes costs of generating voluntary income and the cost of fundraising. Expenditure is accounted for on an accruals basis.
- Expenditure of charitable activities comprising of those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs allocated directly to such activities and those costs of an indirect nature necessary to support them.

The irrecoverable element of VAT is included with the item of expense to which it relates.

Staff costs are allocated between costs heading according to the function of each employee.

1.6 Allocation of support and governance costs

Support costs are those that assist the work of the charitable company but do not directly represent charitable activities and include governance costs, administrative office function costs, depreciation, HR and recruitment costs, and premises costs. They are incurred directly in support of expenditure on the objects of the charitable company.

Governance costs comprise all costs involving the public accountability of the charitable company and its compliance with regulation and good practice. These costs include costs related to the independent examination.

Support and Governance costs have been allocated across the charitable activities using various percentage allocations.

1.7 Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives as follows:

Computer equipment	- 3 years, straight line basis
Office furniture and equipment	- 5 years, straight line basis

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2024

1. Accounting policies (continued)

1.8 Debtors

Other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid. Accrued income is measured at the amount due to be received.

1.9 Cash at bank and in hand

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

1.10 Creditors

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

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

1.11 Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.12 Judgements and key sources of estimation uncertainty

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

The following judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have had the most significant effect on amounts recognised in the financial statements:

Useful economic lives of tangible assets

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 9 for the carrying amount of the property plant and equipment, and note 1.7 for the useful economic lives for each class of assets.

There are no key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

1.13 Operating leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the Statement of Financial Activities as incurred.

1.14 Project Funding

Full provision is made in the accounts for the costs of new projects at the time of inception on the basis that a constructive obligation arises. Unspent balances are included within creditors.

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2024

1. Accounting policies (continued)

1.15 Funds accounting

Restricted funds – these are funds that can only be used for specific restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

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

Unrestricted general funds – these are funds which can be used in accordance with the charitable objects at the discretion of the trustees.

1.16 Taxation

The charitable company is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part II 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.

2. Donations and legacies	2024	2023
	£	£
Grants, donations and sponsorships	9,394	23,695
Annual fund	3,224	2,763
Amount recovered under gift aid	1,444	2,012
Gifts in kind:		
- Holiday Hampers	34,396	28,028
- Member development	2,000	3,698
	50,458	60,196
	<hr/> <hr/>	<hr/> <hr/>
3. Income from charitable activities	2024	2023
	£	£
Membership dues	30,959	45,674
Fundraising events and campaigns	18,747	35,115
Living in London	417	347
Other income	2,124	1,890
	52,247	83,026
	<hr/> <hr/>	<hr/> <hr/>

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2024

4. Analysis of Total Resources Expended

	Direct Activities	Support Costs (note 5)	Total 2024	Total 2023
	£	£	£	£
Raising funds:				
Costs of generating voluntary income	-	10,184	10,184	12,069
Cost of fundraising trading	10,516	12,730	23,246	23,346
Charitable activities				
Community programmes	57,889	11,032	68,921	75,254
Member training and development	15,196	8,486	23,682	32,806
Promotion of voluntary service	-	8,486	8,486	10,057
	83,601	50,918	134,519	153,532

Principal items included within the categories shown above are:

		2024 £	2023 £
Community programmes:	Holiday Hampers	53,417	53,298
	Community Action Teams	2,003	2,737
Member training and development:	Dues paid to Association of Junior Leagues International (AJLI)	6,961	9,196
	Costs of attending AJLI training	-	3,649
	LEAD	1,337	1,211

5. Analysis of Support Costs

	2024 £	2023 £
Staff salaries and pensions	22,475	31,200
Insurance	1,214	1,127
Accounts and IE fees	15,945	14,283
Professional fees	26	61
Rent & office costs	2,202	5,048
Telephone	342	344
Printing, postage and stationery	-	20
Repairs and maintenance	7,752	6,789
Bank charges	961	1,326
Other costs	1	146
	50,918	60,344

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2024

6. Net Income/(Expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	2024	2023
	£	£
Independent examiner fee	2,500	2,500
Depreciation – owned asset	-	-
Operating lease rentals	227	3,232
	<u>227</u>	<u>3,232</u>

7. Trustees' Remuneration and Benefits

The trustees received no remuneration for their services during the year under review (2023: £Nil).

Two trustees were reimbursed a total of £971 during the year for costs in relation to attending conferences and other costs of carrying out their duties in accordance with the charitable company's Memorandum and Articles of Association (2023: Two trustees were reimbursed a total of £6,784 during the year).

8. Analysis of Staff Costs and the Cost of Key Management Personnel

	Consolidated		Charity	
	2024	2023	2024	2023
	£	£	£	£
Salaries	21,964	30,646	16,473	22,985
Pensions	511	554	506	549
	<u>22,475</u>	<u>31,200</u>	<u>16,979</u>	<u>23,534</u>

Over the course of the year there was 1 part-time paid member of staff (2023: 1 part-time).

Employee time has been allocated to support costs allocated on a percentage basis over all the costs.

No employee received emoluments above £60,000 (2023: none).

The key management of the charity comprise of the trustees only.

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2024

9. Fixed Assets	Computer Equipment £	Office Equipment £	TOTAL £
Consolidated and Charity			
Cost			
At 1 June 2023	22,554	657	23,211
At 31 May 2024	22,554	657	23,211
Depreciation			
At 1 June 2023	(22,554)	(657)	(23,211)
Charge for year			
At 31 May 2024	(22,554)	(657)	(23,211)
Net Book Value			
At 31 May 2024	-	-	-
At 31 May 2024	-	-	-

10. Subsidiary Company

The charity owns 100% of the issued share capital of JLL Enterprises Limited, a company registered in England and Wales whose main business activities are selling the book "Living in London: A Practical Guide". The trading results of JLL Enterprises Limited that have been included in the consolidated accounts were as follows:

Profit and loss account	2024 £	2023 £
Turnover	422	366
Cost of sales	-	-
Gross profit	422	366
Administrative expenses	(1,460)	(1,646)
Operating (loss)	(1,038)	(1,280)
Interest receivable	2,684	811
Taxation	-	-
Donation to Junior League of London	1,646	(469)
	-	-
(Loss) retained in subsidiary	1,646	(469)

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2024

10. Subsidiary Company - continued

	2024 £	2023 £
Balance Sheet		
Current assets	126,305	124,820
Creditors: amounts falling due within one year	(108,239)	(108,401)
Total assets less current liabilities	<u>18,066</u>	<u>16,419</u>
Called up share capital	50,000	50,000
Retained profit and loss account	(31,934)	(33,581)
Shareholders' funds	<u>18,066</u>	<u>16,419</u>

11. Debtors

	Group		Charity	
	2024 £	2023 £	2024 £	2023 £
Amounts owed from group undertakings	-	-	107,459	106,961
Other debtors	-	-	-	-
Prepayments	957	880	957	880
	<u>957</u>	<u>880</u>	<u>108,416</u>	<u>107,841</u>

12. Creditors: Amounts falling due within one year

	Group		Charity	
	2024 £	2023 £	2024 £	2023 £
Trade creditors	758	3,605	758	3,605
Taxes payable	-	487	-	487
Deferred income (note 12.1)	7,001	9,472	7,001	9,472
Accruals	9,060	8,940	8,280	7,500
	<u>16,819</u>	<u>22,504</u>	<u>16,039</u>	<u>21,064</u>

12.1 Deferred income

	Group		Charity	
	2024 £	2023 £	2024 £	2023 £
Balance as at 1 June 2023	9,472	19,626	9,472	19,626
Released in the year	(9,472)	(19,626)	(9,472)	(19,626)
Deferred in the year	7,001	9,472	7,001	9,472
Balance as at 30 June 2024	<u>7,001</u>	<u>9,472</u>	<u>7,001</u>	<u>9,472</u>

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2024

13. Funds

Consolidated and Charity	Brought Forward £	Incoming Resources £	Resources Expended £	Transfers £	Carried Forward £
Restricted funds:					
Holiday Hampers Program (1)	4,029	772	(16,192)	11,391	-
Scholarship Fund (2)	2,490	180	-	-	2,670
LBDI COVID-19 Community Fund (3)	2,042	-	(1,818)	-	224
	8,561	952	(18,010)	11,391	2,894
Designated funds:					
Resource Fund (4)	43,786	-	-	-	43,786
JLL Community Impact Fund	10,000	-	-	-	10,000
30 th Anniversary Fund (5)	30,248	-	-	-	30,248
	84,034	-	-	-	84,034
Other unrestricted funds:					
AJLI Marketing Award	1,334	-	-	-	1,334
General reserves	221,317	105,043	(115,049)	(11,391)	199,920
Total Charity	315,246	105,995	(133,059)	-	288,182
General reserves	(33,583)	3,106	(1,460)	-	(31,937)
Total Consolidated	281,663	109,101	(134,519)	-	256,245

- (1) The Holiday Hampers Program restricted fund provides dedicated funding to the Junior League of London's Holiday Hamper's Programme which on an annual basis creates gift hampers for residents in London.
- (2) Established in April 2020, The JLL Scholarship Fund was created to provide an opportunity for current and prospective members ("members") to receive financial support on their Membership fees. An application is completed by an interested member and is subsequently reviewed by a Scholarship Committee consisting of Trustees and other leaders.
- (3) In response to the COVID-19 pandemic, all net funds raised from the May 2020 LBDI COVID-19 Poverty Appeal were restricted to support our community partners and programmes fighting poverty and the disproportionate effects of COVID on vulnerable Londoners. Any member is allowed to identify a project to fund. Subsequently, each request is reviewed by the Community VP and Finance Director and either approved or rejected as appropriate.
- (4) The Resource Fund was established to meet expenditure of an emergency nature not foreseen at the time budgets were prepared, that would enhance the service of the League to the community.
- (5) The 30th anniversary fund was raised in recognition of the 30 year legacy of the JLL and in response to the Strategic Review Committee's recommendation that the JLL should move to a more sustainable financial model, whereby the JLL will raise funds before committing spending. £30k is approximately the value of the funds the League directly spent on its community and membership programmes in 2014-15, and it was decided that this was the level of financial support needed to move towards a new financial model and sustain and grow our community programmes in the future. These funds can be used as future Boards see most appropriate in keeping with the intention of the funds: to help the JLL meet future, direct community and membership costs and ensure the long-term financial stability of the League.

JUNIOR LEAGUE OF LONDON
Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2024

13.1 Funds – Prior Year

Consolidated and Charity	Brought Forward	Incoming Resources	Resources Expended	Transfers	Carried Forward
	£	£	£	£	£
Restricted funds:					
Holiday Hampers Program (1)	-	15,000	(10,971)		4,029
Scholarship Fund (2)	1,900		(1,650)	2,240	2,490
LBDI COVID-19 Community Fund (3)	5,785		(3,743)		2,042
	7,685	15,000	(16,364)	2,240	8,561
Designated funds:					
Resource Fund (4)	61,026	-	-	(17,240)	43,786
JLL Community Impact Fund	-	-	-	10,000	10,000
30 th Anniversary Fund (5)	30,248	-	-	-	30,248
	91,274	-	-	(7,240)	84,034
Other unrestricted funds:					
AJLI Marketing Award	1,334	-	-		1,334
General reserves	222,970	128,872	(135,525)	5,000	221,317
Total Charity	323,263	143,872	(151,889)	-	315,246
General reserves	(33,117)	1,177	(1,643)		(33,583)
Total Consolidated	290,146	145,049	(153,532)	-	281,663

14. Operating Lease Commitments

At 31 May 2024 the charity had annual commitments under non-cancellable operating leases as detailed below:

	Land and building	
	2024	2023
	£	£
Operating leases which expire:		
In less than one year	120	187

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2024

15. Connected Charity

The Junior League of London is a member of the Association of Junior Leagues International Inc an organisation based in the United States of America.

16. Related Party Transactions

There are no related party transactions that require disclosure in the financial statements.

17. Allocation of Net Assets between Funds

The funds of the group are represented by the following assets:

	Unrestricted Total £
Tangible fixed assets	-
Current assets	273,064
Current liabilities	(16,819)
	<u>256,245</u>

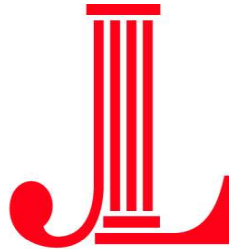
18. Consolidated Statement of Financial Activities – Prior Year

	Notes	2023 Unrestricted Funds	2023 Restricted Funds	2023 Total Funds £	2022 Total Funds £
Incoming resources					
Incoming resources from generated funds:					
Donations and legacies	2	45,196	15,000	60,196	44,593
Charitable activities	3	83,026	-	83,026	69,273
Interest received		1,827	-	1,827	44
Government Grants		-	-	-	2,198
Total incoming resources		<u>130,049</u>	<u>15,000</u>	<u>145,049</u>	<u>116,108</u>
Resources expended					
Raising funds					
Costs of generating voluntary income		12,069	-	12,069	11,178
Cost of fundraising trading		23,346	-	23,346	22,625
Charitable activities					
Community programmes		60,540	14,714	75,254	65,687
Member training and development		31,156	1,650	32,806	24,479
Promotion of voluntary service		10,057	-	10,057	9,315
Total resources expended	4	<u>137,168</u>	<u>16,364</u>	<u>153,532</u>	<u>133,284</u>
Net incoming resources before transfers		(7,119)	(1,364)	(8,483)	(17,176)
Transfers between funds		(2,240)	2,240	-	-
Net movement in funds		<u>(9,359)</u>	<u>876</u>	<u>(8,483)</u>	<u>(17,176)</u>
Total funds brought forward		282,461	7,685	290,146	307,322
Total funds carried forward	13	<u>273,102</u>	<u>8,561</u>	<u>281,663</u>	<u>290,146</u>

JUNIOR LEAGUE OF LONDON

England & Wales - Charity number 1103298

Accounts



JUNIOR LEAGUE OF LONDON

Women building better communities

(A company limited by guarantee)

**Report and Financial Statements
For the Year Ended 31 May 2023**

Charity number 1103298
Company number 05045667

JUNIOR LEAGUE OF LONDON

CONTENTS

	Page
Report of the Trustees	1 – 11
Independent Examiner's Report	12
Consolidated Statement of Financial Activities	13
Consolidated and Charity Balance Sheets	14
Notes to the Consolidated Financial Statements	15 – 25

JUNIOR LEAGUE OF LONDON

Report of The Trustees

The Trustees, who are also Directors of the charity, for the purposes of the Companies Act 2006, present their report with the financial statements of the charity, for the year ended (YE) 24 May, 2023. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts, in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

These financial statements are in compliance with FRS102 and the Charities SORP (2019).

1. Reference and Administrative Details of the Charity, its Trustees and Advisers

Charity name: Junior League of London

Charity number: 1103298

Company number: 05045667

Registered office address: CAN Mezzanine, 7-14 Great Dover Street, London, SE1 4YR

Board of Directors and Trustees

The Board of Directors of the charity are its trustees for the purpose of charity law and throughout this report are collectively referred to as the Trustees.

The Trustees serving during the fiscal year 2022-23 were as follows (name and position):

Amy Garcia	President (appointed 08 March, 2021)
Tamsin Davies	President-Elect (appointed 10 March, 2022)
Melissa Allen	Executive Vice-President (appointed 29 June, 2022)
Elizabeth Skibo	Finance Director (appointed 16 May, 2022)
Sara Niedringhaus	Nominating Director (appointed 16 May, 2022)
Emily Healy	Non-Executive Director (appointed 28 May, 2022)
Jennifer Young	Non-Executive Director (appointed 16 May, 2022)
Francine Bosco	Non-Executive Director (appointed 16 May, 2022)
Susanna Pitts Teixidor	President Elect-Elect (appointed 29 April, 2023)

Rachael King, an employee of the Junior League of London (JLL), served as Company Secretary and Director of Operations until 31 July 2022, providing support to the Board of Trustees and the JLL. Following Mrs King's departure, Isobel Jewell assumed the role on 1 August 2022 and serves as the JLL Company Secretary and Director of Operations.

The Trustees serving during the fiscal year 2023-24 (including the date of this report) are as follows (name and position):

Tamsin Davies	President (appointed 10 March, 2022)
Susanna Pitts Teixidor	President Elect (appointed 29 April, 2023)
Elizabeth Skibo	Finance Director (appointed 16 May, 2022)
Lydia Flock	Nominating Director (appointed 24 August, 2023)
Alyson Tart	Non-Executive Director (appointed 24 May, 2023)
Margaret Kamaze	Non-Executive Director (appointed 24 May, 2023)
Kelaine Blades	Membership Vice President (appointed 24 May, 2023)
Kimberly Burton	Communications Vice President (appointed 24 May, 2023)
Melanie Davis	Fund Development Vice President (appointed 24 May, 2023)
Halani Foulsham	Community Vice President (appointed 24 May, 2023, resigned 19 December, 2023)
Gillian Bentley-Richardson	Community Vice President (appointed 19 December, 2023)

Professional Support

Independent Examiner: John Howard FCA, Azets

2nd Floor, Regis House, 45 King William Street, London, EC4R 9AN

Bankers: CAF Bank Limited
PO Box 289, West Malling, Kent ME19 4TA

HSBC
79 Piccadilly, London, W1J 8EU

JUNIOR LEAGUE OF LONDON

Report of The Trustees

1. Reference and Administrative Details of the Charity, its Trustees and Advisers (continued)

Professional Support (continued)

Bookkeepers: Paula Cairey Consultancy
20 Adelina Mews, London, SW12 0BGH

Solicitors: Morgan, Lewis & Bockius UK LLP
Condor House 5-10 St. Paul's Churchyard, London EC4M 8AL

2. Structure, Governance and Management

The Junior League of London (JLL, the charity or the League) is a membership organisation open to all women and those who identify as women, who have a passion for volunteering to improve the London community and who commit to fulfilling the time and financial requirements of the charity. The JLL has approximately 210 volunteer-members, and, apart from one paid employee and one bookkeeper, all of the JLL's work is performed by our volunteer-members. While the JLL is a volunteer-led organisation, it continuously strives to be professionally run, with systems and programmes for strategic planning, efficient day-to-day management, risk identification and mitigation, and leadership transition.

The JLL is a member of the Association of Junior Leagues International (AJLI), an umbrella organisation, comprising almost 300 Junior Leagues in the United States, Canada, Mexico, Kenya and the United Kingdom.

Governing Documents

The governing documents of the Junior League of London are the Memorandum of Association and Articles of Association of the Junior League of London. The Operating Policies and Procedures (OPPs) (last updated June 2023) are an interpretation and elaboration of the Memorandum and Articles of Association of the JLL and are in no way deemed a modification of those documents. The OPPs are reviewed regularly and amended, as required. Our Mission is *to advance women's leadership for meaningful community impact through volunteer action, collaboration and training.*

Structure

The OPPs outline the organisational structure of the JLL, how decisions are made and delegated, methods to recruit and appoint new charity trustees, membership policies, including policies and procedures for induction and training, financial management protocols and relationships with community partners. The structure through the 2022-23 fiscal year is outlined below.

The governing body of the JLL is its Board of Directors (the "Trustees" or "Board"). The members of the Board are also charity trustees for the purposes of charity law. The Trustees administer the charity and are responsible for the strategic direction and policy of the charity. Because an important part of the Mission of the charity is to develop the potential of its members for excellence in voluntary service, all the members of the Board are members of the charity, and each Board position is for a one-year term, although Board members may choose to re-apply for a subsequent, consecutive term.

The day-to-day operations of the JLL are managed by the Management Council (MC), which is chaired by the Executive Vice President. The EVP serves as the link between the Board and the MC, facilitates and ensures the overall alignment of League work and leads the MC in carrying out the mission of the League according to the strategic plan and direction.

The MC structure is composed of four functional Councils: Community, Fund Development, Membership, and Operations. Each Council is led by a Council Vice-President, or the President-Elect, in the case of the Operations Council, and is supported by the Chairs of the relevant, functional committees. For example, the Community Council comprises the Community VP and the Committee Chair(s) of each of the League's key community initiatives. Through managing the day-to-day operations and activities of the JLL, these all-volunteer Council Vice-Presidents are responsible for fulfilling the strategy, as determined by the Trustees. The Council Vice-President members also serve a one-year term, and may choose to re-apply for a subsequent, consecutive term.

JUNIOR LEAGUE OF LONDON

Report of The Trustees

2. Structure, Governance and Management (continued)

Structure (continued)

Throughout our 2022-23 fiscal year, we investigated ways to streamline our leadership and operational structure. Through this collective work, the primary shift we identified in our leadership structure involves moving from an operational Management Council that does not serve as part of the Board, and replacing this with an Executive Committee (EC), serving on the Board of Trustees, supporting both the strategic direction and leading day-to-day execution. The EC is chaired by the President-Elect, eliminating the need for an Executive Vice President. These changes were approved by our membership in December 2022 and will be implemented in the 2023-24 fiscal year. We believe the new structure will ensure we continue to operate efficiently and transparently in the current environment, in order to best serve our members and community partners.

Recruitment and Appointment of Trustees

Each year, Board members are selected or 'slated' by the Nominating Committee and elected for one-year terms of office by the membership of the charity. Concurrent, two-year terms are encouraged for many Board positions, though they must be re-elected by the membership for the second year in office. In keeping with the JLL's governing documents, internal policies and volunteer tradition, none of the Trustees have any beneficial interest in the charity, nor do they receive any remuneration for their services.

Setting Pay and Remuneration of Support Staff

The JLL complies with all employment laws, including offering flexible working when requested and offering an employee pension scheme as required. The JLL approaches all aspects of the organisation with our mission and values at the forefront. It is the intent of the JLL that each JLL employee shall be paid a fair salary for the job assigned. All employees sign a written contract for employment with the JLL upon commencing employment. Salary levels and pay rises are determined annually by the Board of Trustees as part of the budgeting process for the upcoming fiscal year (usually in March/April) based upon the performance of the employee. Each employee's performance is reviewed every six months by the President or, in her absence, by the President-Elect. The reviewer obtains oral and written reviews of the employee's work from the Board of Trustees.

3. Objectives and Activities for the Public Benefit

As stated in its Memorandum of Association, the Charity's Objects are:

- to advance the education of disadvantaged pupils, at schools within the London area, by providing programmes and trained volunteers to assist in the provision of facilities for education at such schools;
- to provide programmes and trained volunteers, for recreation or other leisure time occupation, with the object of improving the conditions of life of those persons who have need of such programmes, by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances;
- to relieve financial hardship among people living in London, by providing such persons with goods or services, which they could not otherwise afford through lack of means; and
- to provide grants to other charitable organisations promoting similar Objects within the London community.

The JLL's Mission Statement is consistent with its Objects: The Junior League of London is an organisation of women committed to advancing women's leadership for meaningful community impact through volunteer action, collaboration, and training.

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit, when reviewing the charity's aims and objectives, and in planning future activities.

JUNIOR LEAGUE OF LONDON

Report of The Trustees

Strategic Report

4. Achievements and Performance

The 2022-2023 year marked our 38th year as a member of the Association of Junior Leagues International. This year was our first year in our 'new normal' following the pandemic, which has continued to have a lingering effect on our operations and finances, like many organisations in the charity sector. Despite the ongoing challenges, our members have returned to consistently volunteering in person and adjusted to a more hybrid model across our activities throughout the year.

We saw that this year, we were able to raise our voices and advocate for alleviating poverty in our community, which has become more important than ever through the ongoing Cost of Living Crisis. Although we have had to adjust to the changing patterns of engagement across our membership and with our community partners, we continue to remain steadfast on delivering against our mission, providing benefits to people in need throughout London and empowering our members for excellence in voluntary service both within and beyond our League. This year, we were able to offer more volunteer opportunities, re-invigorate community partnerships as well as establish new partnerships, and provide more training and events for our members.

In recognising the evolving social and economic environment, as an organisation, we felt it was important to transform to accommodate the changing environment. We spent the past year researching, surveying and making important changes to ensure our long-term sustainability. We refreshed our membership model, streamlined our operational model, and diversified our funding strategy. We also undertook an extensive project to determine our community impact focus moving forward, with the ultimate collective decision to maintain this focus and continue our important work in helping to alleviate the impact of poverty in London.

Improving the Community

We meet our charity's objectives through our programmes and activities supporting disadvantaged Londoners. The JLL's vision is of a London where each person has the opportunity and means to prosper. Our charity's volunteers engaged in 720 hours of direct community service (441 hours with community partners and 279 hours dedicated to our Holiday Hampers programme), all with the goal to improve the lives of Londoners in need. In addition to direct community service, JLL membership engaged in an additional 8,7K hours of indirect community service via strategic planning, committee engagement and training hours. Taken together, the JLL was involved in over 9,500 hours of community service in 2022-23.

Since April 2008, the community focus for the JLL has been to eliminate poverty and its effects in London. Over this past year, the Board and a trustee-led task force conducted research, including review of reports and statistics on poverty in London, an examination of each of our current community programmes and their impact on poverty, and membership surveys, the findings led the Board to agree to maintain 'poverty' as our focus for the next eight-year period through 2031-32.

Our volunteering activities have been structured through our Community Action Team (CAT), focusing on issue-based work in Homelessness and Education & Employment. We also maintained our long-standing Holiday Hampers Programme and hosted an annual All Service Week, with volunteer shifts across an entire week to serve our community partners' needs. We were grateful that in-person volunteering fully returned this year, after many were impacted by the pandemic in 2020 and 2021. We re-engaged with community partners that were not offering volunteer opportunities through COVID-19, including serving meals to the homeless through Glass Door and sorting clothing donations with SmartWorks. We also welcomed a new community partner, Deptford Park Primary School, to support expanding our work in Education & Employment.

Overall, we increased the number of volunteer shifts offered to our members in 2022-23 by 65% over the previous year, equating to more than 400 shifts. The JLL's unique volunteering model is extremely impactful, as it provides additional hours of free resources for community partners, which would otherwise have been completed by paid staff, saving them thousands of pounds. Our community-facing programmes also help promote our organisation and our community partners to non-members.

JUNIOR LEAGUE OF LONDON

Report of The Trustees

4. Achievements and Performance (continued)

Holiday Hampers

In existence since 1998, Holiday Hampers is one of the JLL's longest-running programmes and the cornerstone of our community outreach efforts. This past Christmas (December 2022), we provided 843 customised hampers, filled with food, essentials, and gifts for 1,533 of London's most vulnerable individuals. We increased the scope of agencies we partner with to help these families and individuals feel the spirit of the holidays which can be a difficult period, made even more challenging through the Cost-of-Living Crisis. Our hampers are often the only gifts they receive and make a real difference in their lives by making them feel cared for and less isolated. Our members provided 279 volunteer hours to assemble the hampers, in addition to the many more hours spent throughout the year securing content and assembly venue donations; liaising with agencies to identify appropriate recipients; purchasing customised hamper contents; and organising the assembly and delivery of the hampers.

Community Action Team

JLL's Community Action work is focused on Education & Employment and Homelessness. We partner with community organisations in various ways, including by providing trained volunteers and resources to meet the needs of our partners throughout the year. We also continue to host an Annual All Service Week in May, this year organising volunteer shifts across our community partners throughout a week in May, including with SmartWorks, Restart, Manna Centre, and Shepherd's Bush Library.

The JLL's work in Education & Employment focuses on breaking the cycle of poverty through support activities for both children and adults. During 2022-23, we continued our longstanding partnership with Colville Primary School through a World Book Day project. We also welcomed a new community partner this year, with the intention to continue to broaden our commitment to literacy. We donated books to pupils at Deptford Park Primary School, and along with the World Book Day event, donated a total of 463 books to these two diverse inner-London schools. Alongside this, the JLL partnered with libraries in London to provide basic one-to-one IT support for adult customers. In Homelessness, the JLL leads efforts to organise and manage opportunities for our volunteers to fight the effects of homelessness in London. Our community action work this year offered volunteer shifts with ten of our community partners, including sorting winter coat donations for Wrap Up London; serving meals at drop-in centres for Restart, Manna Centre, and Glass Door; hosting clothing drives and organising donations for SmartWorks; and providing amenity kits for Restart.

JLL 2022-23 Community Partners and Holiday Hampers recipients:

Cardinal Hume Centre*
Colville Primary School
Dashwood House*
Deptford Park Primary School
Family Action Wandsworth*
Family Friends*
Glass Door Chelsea and Fulham
Hammersmith & Fulham Foodbank
Hestia Ealing*
Hestia Harrow Refuge*
Hestia Kensington & Chelsea North*
Hestia Kensington & Chelsea South*
Hestia Kilburn*
Hestia Wandsworth*
Housing for Women*
Kensington Central Library
Lambeth Community Early Help*
Manna Centre
Migrants Organise
Notting Hill Genesis*
Restart Lives
Smart Works
Shepherd's Bush Library
Suited & Booted
St Vincent's Family Project*
Venture Centre
West London Action for Children*
Wrap Up London

* 2022-2023 Holiday Hampers Recipients

JUNIOR LEAGUE OF LONDON

Report of The Trustees

4. Achievements and Performance (continued)

Member Training and Development

An important part of delivering our mission is providing training for our volunteers to serve in the community. In the 2022-23 League year, we delivered 80.75 of mission-focused training and offered 13 training sessions. Throughout the year, in addition to structured training sessions designed by JLL members as well as AJLI training conferences, our volunteers have the opportunity to participate as members or leaders of our committees and community programmes, which provide them with valuable 'on-the-job' training to include critical civic skills such as volunteer team organisation, fundraising, leadership skills, and community partner relationship management. Our members also have access to extensive online training and resources provided by AJLI, and we sponsored 12 leaders to attend AJLI conferences.

Training for Current League Members

In the 2022-23 League year, we held three General Membership Meetings, two Social General Membership Meetings and one Annual General Membership meeting, marking the end of the year and handover to new leadership. These general membership meetings provide the opportunity to educate all members about our work, issues impacting our operations, upcoming volunteer opportunities, and learning from guest speakers who are each thought leaders in their fields. These sessions also offer our members a forum in which they can ask questions, exchange ideas and discuss broader social and development issues impacting our community and members.

A highlight of each League year is the full-day leadership conference organised by the Leadership Education and Development (LEAD) committee. After hosting a virtual conference for three consecutive years, we re-launched a face-to-face learning experience for our members, offering a variety of LEAD sessions. This encouraged off-the-cusp conversation and networking, whilst also promoting fruitful discussion during the sessions, all focused on furthering our mission. Sessions were led by leaders in their fields, both members and external speakers, and included topics such as making an impact in the digital age, setting boundaries, making the (fundraising) ask, and reframing leadership.

We also continued to utilise social media, email newsletters and direct messaging platforms to help members stay connected with one another, understand the needs of London and our community partners, and raise awareness of volunteering opportunities and the impact we are making in the community.

Training for the JLL Leadership Team

Ensuring our leaders are ready to effectively manage volunteers during the year is an important contribution that we seek to make in providing trained volunteers to the community and developing our members more broadly. The incoming Board and Leadership Team participate in annual training days organised and run by the JLL President and President-Elect / EVP (respectively) to prepare them for their responsibilities during the year. The Board of Trustees had a full day of training and planning, and all members in leadership positions were invited to attend in-person and virtual training at the beginning of the League year.

Some ripple effects of the pandemic have presented us with important new opportunities! This year we were able to leverage leadership development opportunities for more members, such as virtual conferences hosted by AJLI. Pre-pandemic, only the President and President-Elect attended such conferences due to the budget constraints of travel to the US and lodging. However, this year, we extended invitations to a group of 12 JLL members for the virtual conferences. In addition to this conference, our President and President-Elect also attended (virtually and in-person, respectively) role-specific training offered annually by AJLI.

Training for New League Members

During the 2022-23 League year, we welcomed 40 women to our one-year New Member training and development programme. During their training, New Members learned about our community focus as well as the mission of our charity through a series of orientation sessions alongside their membership commitments. The new members participated in various JLL activities, including Holiday Hampers (see above) and the Little Black Dress Initiative (see below), as well as engaging in volunteer shifts, socials, and clothing drives. These activities allowed the New Members to not only learn about what we do, but also helped them integrate with our Active members, which will aid their transition into the League as engaged community volunteers.

Promotion of Voluntary Service

With dedication, training and strong organisation, the JLL believes that everyone can succeed as a volunteer and make a difference in her community. The League not only helps members become successful, lifelong volunteers, advocates and civic leaders, but also promotes voluntarism by making members aware of other volunteering opportunities in the London community, and encouraging them to become more involved.

JUNIOR LEAGUE OF LONDON

Report of The Trustees

4. Achievements and Performance (continued)

Little Black Dress Initiative

Founded in 2014, the Little Black Dress Initiative (LBDI) is a week-long, social media-driven advocacy campaign to raise awareness about poverty and its effects in London. With 2022 as our 10th campaign, we chose to amplify our voices. Participants had the option to wear the same black outfit throughout the campaign to stand in solidarity with vulnerable Londoners and promote the work of our volunteers. Alongside this, each day the Junior League of London and participants posted statistics and information about poverty in London and the JLL's work to fight it, as well as ways that donors and volunteers can get involved. The campaign not only raises funds for our work, but also provides our members with valuable advocacy skills, and promotes opportunities to make a difference through volunteerism.

Amplifying our Impact

In addition to serving as volunteers for the JLL, our members often take the experience they have gained through the Junior League and apply it to other organisations in a variety of capacities, whether as volunteers, employees, or trustees, thus furthering the promotion of volunteerism. This is one of the reasons the JLL works with many and varied community partners, to ensure members have a range of opportunities to volunteer and make a difference in the London community.

In addition to this work, our members also raise awareness about poverty and the positive work of the Junior League of London externally. This year, we saw a great alignment through raising awareness and funds via grants, donations and sponsorships with an increase of 144% raised year-on-year. We see this as a positive path forward, enabling us to continue to make an impact in the London community.

Resources Spent on Charitable Activities

Community programmes: £75,254

- Principle Activities:
 - Holiday Hampers: £53,298
 - Community Action Team: £2,737

Member training and development: £32,806

- Principle Activities
 - Dues paid to Association of Junior Leagues: £9,196
 - Costs associated with attending AJLI conferences: £3,649
 - LEAD: £1,211.

5. Financial Review of Operations

JLL's target is to operate within its set budgets and achieve a balanced budget each fiscal year to allow it to successfully provide support to its community partners and develop the potential of its volunteers through training. It is not the JLL's goal to generate large surpluses, but instead, to focus on covering our costs so that it effectively uses funds raised. The financial results of the JLL's operations are provided on a consolidated basis, including its wholly owned subsidiary, JLL Enterprise Limited "JLLE".

For fiscal year 2022-23, JLL ended the year with a deficit of £8,483.

Incoming Resources

Incoming Resources for 2022-2023 totalled £145,049 representing an increase of 25% compared to the prior year total of £116,108.

The main sources of fundraising income during 2022-2023 were comprised of key events Spring Soirée, the Little Black Dress Initiative (LBDI) and several smaller events. These events generated a total net income of £35,115 versus £25,386 from 2021-22.

Income from grants, sponsorships and donations totalled £23,695 vs. £9,726 in 2021-22. This was a significant increase from recent years due to unexpected donations and a sponsorship for Holiday Hampers.

JUNIOR LEAGUE OF LONDON

Report of The Trustees

5. Financial Review of Operations (continued)

Incoming Resources (continued)

Our largest single source of income, membership dues, increased slightly year-on-year. Dues and transfers fees income totalled £45,674, up from last year's income of £40,853. Year on year this represents a 12% increase. This increase was driven by a higher retention of existing members. In order to continue to grow and diversify our membership base, the Board and our members voted to decrease our dues for 2023-24. We intend to off-set this by increasing the numbers of members in our new member class with rolling membership, rather than a single intake.

Lastly, we received £31,726 in in-kind donations.

Resources Expended

Total Resources Expended for 2022-2023 was £153,532 approximately 15% higher than last year's total of £133,284. Our largest direct expenditure remains our investment in community programmes totalling £75,254 with Holiday Hampers receiving the majority of support and continuing to be our signature programme throughout the year. These funds are an increase over the prior year spend of £65,687. The increase was driven by additional spend in Holiday Hampers given donations and a sponsorship received to support the program.

During the year, the JLL continued its commitment to its mission to support the development of volunteers to grow as future leaders in the community and serve as trained leaders within the JLL, spending a total of £1,211 on JLL membership training and development activities vs. no spend in the prior year. The increase was driven by the need to hire venues, given the return to in-person events.

Finance and Operational costs were £60,344 vs £55,890 in 2021-2022 (8% higher). A focus on controlling costs mitigated the increases which were incurred in audit & accountancy, computer maintenance and storage.

The charity ended the year with £315,246 in total net assets, where only £6321 is restricted.

Trading Subsidiary

Junior League of London Enterprises Limited ("JLLE") is a wholly owned trading subsidiary of the Junior League of London, through which it engages in active, commercial activities. JLLE's activities primarily consist of sales of "Living in London: A Practical Guide", a book targeted at expatriates relocating to London. 1% of JLL's costs were allocated to JLLE in line with our allocation from 2021-2022. In 2022-23, JLLE had a deficit of £466.

The Board of Trustees continue to assess the future need of this Trading Subsidiary.

Reserves, Reserves Policy and Going Concern

Reserves:

The JLL's total reserves being carried forward from 2022-2023 total £315,246. The reserves are classified as restricted and unrestricted with unrestricted reserves including a subset of designated and other unrestricted. Restricted funds total £6,321, designated funds total £86,274 and other unrestricted funds total £222,651.

Reserves Policy:

The JLL reserves policy is defined to sufficiently cover unforeseen events in the short-term, for a large variation in income from a major fundraiser, loss of membership dues, or impact of London's economic and political environment. The amount of reserves must be greater than the annual average of the previous three years' operating expenses.

For the three years ended 31 May 2023, JLL's operating expenses averaged £58,311 based on the average of the previous three years: (2021: £58,698; 2022: £55,890, 2023: £60,344).

With a current balance of £315,246 less the restricted funds totalling £6,321 and designated balances totalling £86,274 JLL remains in compliance with its Reserves policy.

Restricted Funds:

1. Scholarship fund - £2,490
Established in April 2020, The JLL Scholarship Funds was established to provide an opportunity for current and prospective members ("members") to receive financial support on their Membership fees. An application is completed by an interested member and is subsequently reviewed by a Scholarship Committee consisting of Trustees and other leaders.

JUNIOR LEAGUE OF LONDON

Report of The Trustees

5. Financial Review of Operations (continued)

Reserves, Reserves Policy and Going Concern (continued)

2. LBDI COVID-19 Community Fund - £2,042
In response to the COVID 19 pandemic, all the net funds raised from the May 2020 LBDI COVID-19 Community Appeal were restricted to support our community partners and programmes fighting poverty and the disproportionate effects of COVID on vulnerable Londoners. Any member is allowed to identify a project to fund. Subsequently, each request is reviewed by the Community VP and Finance Director and either approved or rejected as appropriate.
3. Holiday Hampers Fund - £43,786
Funds to directly support the Holiday Hampers program. Spend is reviewed by the Community VP and Finance Director and either approved or rejected as appropriate.

Designated Funds:

- 1) Resource Fund: £46,026
 - Established to meet emergency expenditures that may not be foreseen when budgets are set, that are required to enhance the service of the JLL to the community
- 2) 30th Anniversary Fund: £30,248
 - Established at the 30-year anniversary date; these funds can be used by future Boards to ensure the long-term financial stability of the JLL
- 3) JLL Community Impact Fund: £10,000
 - Established to be used explicitly for projects / events that impact the JLL's Community Focus.

Going Concern:

Following the review of JLL's financial performance for 2022-23, combined with the level of Reserves in place, the Trustees have a reasonable expectation that the charity will be able to continue in operational existence for the foreseeable future, and they continue to adopt the going concern basis of accounting in preparing the annual financial statements.

Principal Risks and Uncertainties

The JLL has established a Risk Policy and Risk Register which detail potential risks and steps to mitigate those risks. These policies are managed by the Finance Director and updated as needed. A full review is conducted every five years. The Trustees examine the major strategic, business, and operational risks facing the charity and confirm that any necessary steps have been taken to lessen these risks. At each Board meeting, Trustees are required to register any changes in interest with the Company Secretary who keeps the Interests Register updated. The Trustees review their risk management strategy and plan annually or more often if circumstances require. The Finance Director is also required to review the JLL's insurance policy to make sure we have adequate coverage and to ensure risk reduction wherever possible.

The principal risks and uncertainties facing the charity are:

- Changing needs of community partners as a result of the pandemic.
- Member transience and fluctuating membership numbers relating to economic climate, factors associated with the pandemic, immigration policy changes and the need to diversify our streams of new members.
- Key-person risk from the departure of the JLL's current bookkeeper and/or Director of Operations, as well as veteran and experienced members on whom the JLL relies for much of its institutional knowledge
- Changing nature of the charity fundraising environment and the continued work into developing new revenue streams.

During the year, the Board and Management Council continued to focus on these areas as a priority as we developed and executed our Annual and Strategic Plans.

Fundraising Practices

The JLL recognises the reliance of fundraising is essential to deliver its mission. Our fundraising strategy is multi-faceted targeting JLL members (our primary source of funds), members of the public, corporate donations and grants provided by Government or other Non-Profits.

JUNIOR LEAGUE OF LONDON

Report of The Trustees

5. Financial Review of Operations (continued)

Fundraising Practices (continued)

Fundraising activities are supervised by the Fund Development Vice President (a member of the Executive Committee of the Board of Trustees). Our annual budget, which is approved by our members, places targets on fundraising revenue and expenses, with a strict approval process for unbudgeted spend. All prize-draws comply with required regulations. Our fundraising activities are executed by our volunteer-members, without support from professional fundraisers; and we are not aware of any complaints made during the financial year.

6. Plans for Future Periods

For the 2023-24 year, we have planned a programme of community service and training activities, offering a variety of both in-person and virtual to address the ever-changing needs of those we serve and our members in light of learnings from the pandemic and the changing environment around us.

The Board of Trustees have reviewed and updated our five-year strategic plan to reflect the ever-changing needs of both the community we serve and our members. Alongside this, they have developed detailed plans to deliver against the year four objectives of the five-year strategic plan, across all four of our pillars: Community & Civic Leadership, Lifelong Membership, Operational Excellence, and Continuous Development. The strategic priorities for the year ensure we are building a sustainable organisation for the future.

- **Lifelong Membership**

In the 2022-23 League year, we identified ways to streamline our membership model to help manage volunteer expectations, enable further flexibility and simplify our processes so we can run more efficiently and transparently. This included introducing a new organizational structure, right-sizing our volunteer leadership roles, and simplifying membership commitments to encourage members to get involved in the ways that work for them and best support our community partners' needs. The focus of the 2023-24 League year will be to embed those changes in and continue to ensure we are focusing on the right areas that serve our members and our community.

- **Operational Excellence**

In 2023-24, we will use this as a year to pivot our budgeting processes and funding model to adapt to a changing economic landscape and upgrade our Volunteer Management System to more modern technology. We are looking at ways to build on our current fundraising activities, as well as diversifying our funding strategy to expand our reach and reduce reliance on membership dues. The JLL's Reserves enables us to take advantage of additional income from rising interest rates, and our plan is to use those interest windfalls to identify ways to help plan for the future to further invest in our community and reduce fundraising reliance on our members

- **Continuous Development**

In 2023-24 we are building a more aligned and effective training approach for our members, with an initial focus on our New Member programme to not only cover members joining the JLL as their first experience to the Junior League organisation, but also members who are new to London and transfer their membership from a Junior League in another part of the world. The aim of this build out is to strengthen the lifelong journey in the organisation. We are also aligning with our parent association's already robust virtual training programmes, allowing our members to learn relevant skills and competencies without requiring additional volunteer hours to develop training.

- **Community & Civic Leadership**

As reflected across all four strategic pillars, the challenging economic environment has brought our mission to life even more brightly. Our focus continues to be alleviating the effects of poverty and driving positive change, the plans for 2023-24 is to continue to build on that focus, whether it is expanding our own programmes (e.g., Holiday Hampers, World Book Day), relationships with existing partners or identifying new partners to start to develop relationships with. Our community-facing activities ensure our members have opportunities to apply their skills as volunteers and civic leaders in the wider community.

The Board of Trustees will work with our membership over the course of the coming year to further develop these priorities and our plans for the future.

JUNIOR LEAGUE OF LONDON

Report of The Trustees

5. Financial Review of Operations (continued)

2023-24 Budget

In planning the 2023-24 budget, we remained mindful of the current economic environment and our reduced income and thus planned our programming accordingly. The membership has approved a (deficit) budget of £24,400 for the year. The higher deficit is primarily the result of reducing our membership dues, in order to grow and diversify our membership base in the long-term. Although we anticipate a deficit overall, we have sufficient reserves and believe that the projected income and expenditures will meet the needs of our members and community whilst focusing on the long-term sustainability of our organisation.

Trustees' Responsibilities

The Trustees (who are also the directors of the JLL for the purposes of company law) are responsible for preparing the 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 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 the group, and of incoming resources and application of resources, including the income and expenditure, of the charitable group, for that period. In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and 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 business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act of 2006. They are also responsible for safeguarding the assets of the charitable company and the group 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 charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Board of Directors on 23 January 2024 and signed on its behalf by:

Tamsin A Davies

.....
Tamsin Davies, 2023-24 President

JUNIOR LEAGUE OF LONDON

Independent Examiner's Report

To The Members of the Junior League of London

I report on the accounts of the charitable group for the year ended 31 May 2023 which are set out on pages 13 to 25.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent examiner's statement:

In connection with my examination, no matter has come to my attention:

- 1 which gives me reasonable cause to believe that, in any material respect, the requirements:
 - to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charitieshave not been met; or
- 2 to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



J Howard FCA
Azets Audit Services
2nd Floor, Regis House,
45 King William Street,
London, EC4R 9AN

Date: 1 February 2024

JUNIOR LEAGUE OF LONDON

Consolidated Statement of Financial Activities

For The Year Ended 31 May 2023

	Notes	2023 Unrestricted Funds	2023 Restricted Funds	2023 Total Funds £	2022 Total Funds £
Incoming resources					
Incoming resources from generated funds:					
Donations and legacies	2	45,196	15,000	60,196	44,593
Charitable activities	3	83,026	-	83,026	69,273
Interest received		1,827	-	1,827	44
Government Grants		-	-	-	2,198
Total incoming resources		130,049	15,000	145,049	116,108
Resources expended					
Raising funds					
Costs of generating voluntary income		12,069	-	12,069	11,178
Cost of fundraising trading		23,346	-	23,346	22,625
Charitable activities					
Community programmes		60,540	14,714	75,254	65,687
Member training and development		31,156	1,650	32,806	24,479
Promotion of voluntary service		10,057	-	10,057	9,315
Total resources expended	4	137,168	16,364	153,532	133,284
Net incoming resources before transfers		(7,119)	(1,364)	(8,483)	(17,176)
Transfers between funds		(2,240)	2,240	-	-
Net movement in funds		(9,359)	876	(8,483)	(17,176)
Total funds brought forward		282,461	7,685	290,146	307,322
Total funds carried forward	13	273,102	8,561	281,663	290,146

The notes on pages 15 to 25 form part of these financial statements.

JUNIOR LEAGUE OF LONDON

Consolidated and Charity Balance Sheets

As at 31 May 2023

	Notes	2023 Group £	2022 Group £	2023 Charity £	2022 Charity £
Fixed assets					
Tangible assets	9	-	-	-	-
Investments	10	-	-	50,000	50,000
		<u>-</u>	<u>-</u>	<u>50,000</u>	<u>50,000</u>
Current assets					
Debtors	11	880	802	107,841	106,402
Cash at bank and in hand		303,287	322,330	178,469	198,647
		<u>304,167</u>	<u>323,132</u>	<u>286,310</u>	<u>305,049</u>
Creditors: Amounts falling due within one year	12	(22,504)	(32,986)	(21,064)	(31,786)
Net current assets		<u>281,663</u>	<u>290,146</u>	<u>265,246</u>	<u>273,263</u>
Net Assets		<u>281,663</u>	<u>290,146</u>	<u>315,246</u>	<u>323,263</u>
Funds					
Restricted funds:	13	8,561	7,685	8,561	7,685
Unrestricted funds:					
Designated funds	13	84,034	91,274	84,034	91,274
Other unrestricted funds	13	189,068	191,187	222,651	224,304
		<u>281,663</u>	<u>290,146</u>	<u>315,246</u>	<u>323,263</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 May 2023.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 May 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for:

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

Approved by the Board of trustees on 23 January 2024 and signed on their behalf by:

Tamsin A Davies

Tamsin Davies 2023-24 President

The notes on pages 15 to 25 form part of these financial statements.

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2023

1. Accounting policies

1.1 Basis of preparation

Junior League of London is a company limited by guarantee in the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to a maximum of £10 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principle activities are set out on page 2.

The charitable company constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2019.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value.

The financial statements are prepared in sterling which is the functional currency of the charity.

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

1.2 Basis of Consolidation

The Statement of Financial Activities (SOFA) and Balance Sheet consolidate the financial statements of the charitable company and its wholly owned subsidiary, JLL Enterprises Limited. The results of the subsidiary are consolidated on a line by line basis in accordance with FRS 102 – section 9 and the Charities SORP (FRS 102) – section 24.

Details of JLL Enterprise Limited are given in note 10 of the financial statements.

A separate statement of financial activities for the Charitable Company has not been present because the Charitable Company has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

1.3 Going Concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charitable company to be able to continue as a going concern.

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2023

1. Accounting policies (continued)

1.4 Incoming resources

All incoming resources are included in the Statement of Financial Activities (SOFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received. The following specific policies are applied to particular categories of income:

- Voluntary income includes income from donations, amounts receivable under gift aid and is recognised in the financial statements when receivable.
- Income from charitable activities includes income from membership dues, trading subsidiary income, income from fundraising events and is included in the period it relates to.

Government grants relating to incoming resources are recognised as income over the periods when the related costs are incurred. The grants received in the year relate to The Coronavirus Job Retention Scheme.

1.5 Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Cost of raising funds includes costs of generating voluntary income and the cost of fundraising. Expenditure is accounted for on an accruals basis.
- Expenditure of charitable activities comprising of those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs allocated directly to such activities and those costs of an indirect nature necessary to support them.

The irrecoverable element of VAT is included with the item of expense to which it relates.

Staff costs are allocated between costs heading according to the function of each employee.

1.6 Allocation of support and governance costs

Support costs are those that assist the work of the charitable company but do not directly represent charitable activities and include governance costs, administrative office function costs, depreciation, HR and recruitment costs, and premises costs. They are incurred directly in support of expenditure on the objects of the charitable company.

Governance costs comprise all costs involving the public accountability of the charitable company and its compliance with regulation and good practice. These costs include costs related to the independent examination.

Support and Governance costs have been allocated across the charitable activities using various percentage allocations.

1.7 Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives as follows:

Computer equipment	- 3 years, straight line basis
Office furniture and equipment	- 5 years, straight line basis

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2023

1. Accounting policies (continued)

1.8 Debtors

Other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid. Accrued income is measured at the amount due to be received.

1.9 Cash at bank and in hand

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

1.10 Creditors

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

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

1.11 Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.12 Judgements and key sources of estimation uncertainty

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

The following judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have had the most significant effect on amounts recognised in the financial statements:

Useful economic lives of tangible assets

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 9 for the carrying amount of the property plant and equipment, and note 1.7 for the useful economic lives for each class of assets.

There are no key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

1.13 Operating leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the Statement of Financial Activities as incurred.

1.14 Project Funding

Full provision is made in the accounts for the costs of new projects at the time of inception on the basis that a constructive obligation arises. Unspent balances are included within creditors.

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2023

1. Accounting policies (continued)

1.15 Funds accounting

Restricted funds – these are funds that can only be used for specific restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

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

Unrestricted general funds – these are funds which can be used in accordance with the charitable objects at the discretion of the trustees.

1.16 Taxation

The charitable company is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part II 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.

2.	Donations and legacies	2023 £	2022 £
	Grants, donations and sponsorships	23,695	9,726
	Annual fund	2,763	2,866
	Amount recovered under gift aid	2,012	1,629
	Gifts in kind:		
	- Holiday Hampers	28,028	25,205
	- Member development	3,698	5,167
		<u>60,196</u>	<u>44,593</u>
3.	Income from charitable activities	2023 £	2022 £
	Membership dues	45,674	40,853
	Fundraising events and campaigns	35,115	25,386
	Living in London	347	620
	Other income	1,890	2,414
		<u>83,026</u>	<u>69,273</u>

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2023

4. Analysis of Total Resources Expended

	Direct Activities	Support Costs (note 5)	Total 2023	Total 2022
	£	£	£	£
Raising funds:				
Costs of generating voluntary income	-	12,069	12,069	11,178
Cost of fundraising trading	8,260	15,086	23,346	22,625
Charitable activities				
Community programmes	62,179	13,075	75,254	65,687
Member training and development	22,749	10,057	32,806	24,479
Promotion of voluntary service	-	10,057	10,057	9,315
	<u>93,188</u>	<u>60,344</u>	<u>153,532</u>	<u>133,284</u>

Principal items included within the categories shown above are:

		2023 £	2022 £
Community programmes:	Holiday Hampers	53,298	45,954
	Community Action Teams	2,737	3,499
Member training and development:	Dues paid to Association of Junior Leagues International (AJLI)	9,196	7,477
	Costs of attending AJLI training	3,649	3,860
	LEAD	1,211	-

5. Analysis of Support Costs

	2023 £	2022 £
Staff salaries and pensions	31,200	24,533
Insurance	1,127	1,487
Accounts and IE fees	14,283	16,160
Professional fees	61	911
Rent & office costs	5,048	4,540
Telephone	344	350
Printing, postage and stationery	20	27
Repairs and maintenance	6,789	5,539
Bank charges	1,326	898
Other costs	146	1,445
	<u>60,344</u>	<u>55,890</u>

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2023

6. Net Income/(Expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	2023	2022
	£	£
Independent examiner fee	2,500	2,000
Depreciation – owned asset	-	-
Operating lease rentals	3,232	2,651
	<u>3,232</u>	<u>2,651</u>

7. Trustees' Remuneration and Benefits

The trustees received no remuneration for their services during the year under review (2022: £Nil).

Two trustees were reimbursed a total of £6,784 during the year for costs in relation to attending conferences and other costs of carrying out their duties in accordance with the charitable company's Memorandum and Articles of Association (2022: Two trustees were reimbursed a total of £5,015 during the year).

8. Analysis of Staff Costs and the Cost of Key Management Personnel

	Consolidated		Charity	
	2023	2022	2023	2022
	£	£	£	£
Salaries	30,646	24,000	22,985	18,000
Pensions	554	533	549	527
	<u>31,200</u>	<u>24,533</u>	<u>23,534</u>	<u>18,527</u>

Over the course of the year there was 1 part-time paid member of staff (2022: 1 part-time).

Employee time has been allocated to support costs allocated on a percentage basis over all the costs.

No employee received emoluments above £60,000 (2022: none).

The key management of the charity comprise of the trustees only.

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2023

9. Fixed Assets	Computer Equipment £	Office Equipment £	TOTAL £
Consolidated and Charity			
Cost			
At 1 June 2022	22,554	657	23,211
At 31 May 2023	22,554	657	23,211
Depreciation			
At 1 June 2022	(22,554)	(657)	(23,211)
Charge for year			
At 31 May 2023	(22,554)	(657)	(23,211)
Net Book Value			
At 31 May 2023	-	-	-
At 31 May 2022	-	-	-

10. Subsidiary Company

The charity owns 100% of the issued share capital of JLL Enterprises Limited, a company registered in England and Wales whose main business activities are selling the book "Living in London: A Practical Guide". The trading results of JLL Enterprises Limited that have been included in the consolidated accounts were as follows:

Profit and loss account	2023 £	2022 £
Turnover	366	758
Cost of sales	-	-
	366	758
Gross profit	366	758
Administrative expenses	(1,646)	(1,950)
	(1,280)	(1,192)
Operating (loss)	(1,280)	(1,192)
Interest receivable	811	20
Taxation	-	-
	(469)	(1,172)
Donation to Junior League of London	-	-
	(469)	(1,172)
(Loss) retained in subsidiary		

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2023

10. Subsidiary Company - continued

	2023	2022
	£	£
Balance Sheet		
Current assets	124,820	123,722
Creditors: amounts falling due within one year	(108,401)	(106,834)
Total assets less current liabilities	<u>16,419</u>	<u>16,888</u>
Called up share capital	50,000	50,000
Retained profit and loss account	(33,581)	(33,112)
Shareholders' funds	<u>16,419</u>	<u>16,888</u>

11. Debtors

	Group		Charity	
	2023	2022	2023	2022
	£	£	£	£
Amounts owed from group undertakings	-	-	106,961	105,635
Other debtors	-	-	-	-
Prepayments	880	802	880	767
	<u>880</u>	<u>802</u>	<u>107,841</u>	<u>107,188</u>

12. Creditors: Amounts falling due within one year

	Group		Charity	
	2023	2022	2023	2022
	£	£	£	£
Trade creditors	3,605	2,584	3,605	2,584
Taxes payable	487	943	487	943
Deferred income (note 12.1)	9,472	19,626	9,472	19,626
Accruals	8,940	9,833	7,500	8,633
	<u>22,504</u>	<u>32,986</u>	<u>21,064</u>	<u>31,786</u>

12.1 Deferred income

	Group		Charity	
	2023	2022	2023	2022
	£	£	£	£
Balance as at 1 June 2022	19,626	18,713	19,626	18,713
Released in the year	(19,626)	(18,713)	(19,626)	(18,713)
Deferred in the year	9,472	19,626	9,472	19,626
Balance as at 30 June 2023	<u>9,472</u>	<u>19,626</u>	<u>9,472</u>	<u>19,626</u>

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2023

13. Funds

Consolidated and Charity	Brought Forward £	Incoming Resources £	Resources Expended £	Transfers £	Carried Forward £
Restricted funds:					
Holiday Hampers Program (1)	-	15,000	(10,971)		4,029
Scholarship Fund (2)	1,900		(1,650)	2,240	2,490
LBDI COVID-19 Community Fund (3)	5,785		(3,743)		2,042
	7,685	15,000	(16,364)	2,240	8,561
Designated funds:					
Resource Fund (4)	61,026	-	-	(17,240)	43,786
JLL Community Impact Fund	-	-	-	10,000	10,000
30 th Anniversary Fund (5)	30,248	-	-	-	30,248
	91,274	-	-	(7,240)	84,034
Other unrestricted funds:					
AJLI Marketing Award	1,334	-	-		1,334
General reserves	222,970	128,872	(135,525)	5,000	221,317
Total Charity	323,263	143,872	(151,889)	-	315,246
General reserves	(33,117)	1,177	(1,643)		(33,583)
Total Consolidated	290,146	145,049	(153,532)	-	281,663

- (1) The Holiday Hampers Program restricted fund provides dedicated funding to the Junior League of London's Holiday Hamper's Programme which on an annual basis creates gift hampers for residents in London.
- (2) Established in April 2020, The JLL Scholarship Fund was created to provide an opportunity for current and prospective members ("members") to receive financial support on their Membership fees. An application is completed by an interested member and is subsequently reviewed by a Scholarship Committee consisting of Trustees and other leaders.
- (3) In response to the COVID-19 pandemic, all net funds raised from the May 2020 LBDI COVID-19 Poverty Appeal were restricted to support our community partners and programmes fighting poverty and the disproportionate effects of COVID on vulnerable Londoners. Any member is allowed to identify a project to fund. Subsequently, each request is reviewed by the Community VP and Finance Director and either approved or rejected as appropriate.
- (4) The Resource Fund was established to meet expenditure of an emergency nature not foreseen at the time budgets were prepared, that would enhance the service of the League to the community.
- (5) The 30th anniversary fund was raised in recognition of the 30 year legacy of the JLL and in response to the Strategic Review Committee's recommendation that the JLL should move to a more sustainable financial model, whereby the JLL will raise funds before committing spending. £30k is approximately the value of the funds the League directly spent on its community and membership programmes in 2014-15, and it was decided that this was the level of financial support needed to move towards a new financial model and sustain and grow our community programmes in the future. These funds can be used as future Boards see most appropriate in keeping with the intention of the funds: to help the JLL meet future, direct community and membership costs and ensure the long-term financial stability of the League.

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2023

13.1 Funds – Prior Year

Consolidated and Charity	Brought Forward £	Incoming Resources £	Resources Expended £	Transfers £	Carried Forward £
Restricted funds:					
Holiday Hampers Program (1)	-	6,000	(6,000)	-	-
Scholarship Fund (2)	2,775	-	(875)	-	1,900
LBDI COVID-19 Community Fund (3)	5,785	-	-	-	5,785
	8,560	6,000	(6,875)	-	7,685
Designated funds:					
Resource Fund (4)	61,026	-	-	-	61,026
30 th Anniversary Fund (5)	30,248	-	-	-	30,248
	91,274	-	-	-	91,274
Other unrestricted funds:					
AJLI Marketing Award	1,334	-	-	-	1,334
General reserves	238,096	109,332	(124,458)	-	222,970
Total Charity	339,264	115,332	(131,333)	-	323,263
General reserves	(31,942)	776	(1,951)	-	(33,117)
Total Consolidated	307,322	116,108	(133,284)	-	290,146

14. Operating Lease Commitments

At 31 May 2023 the charity had annual commitments under non-cancellable operating leases as detailed below:

	Land and building	
	2023 £	2022 £
Operating leases which expire: In less than one year	187	1,392

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2023

15. Connected Charity

The Junior League of London is a member of the Association of Junior Leagues International Inc an organisation based in the United States of America.

16. Related Party Transactions

There are no related party transactions that require disclosure in the financial statements.

17. Allocation of Net Assets between Funds

The funds of the group are represented by the following assets:

	Unrestricted Total £
Tangible fixed assets	-
Current assets	304,167
Current liabilities	(22,504)
	<u>281,663</u>

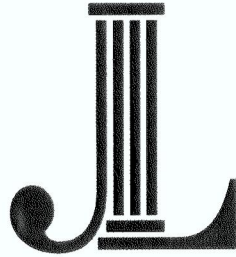
18. Consolidated Statement of Financial Activities – Prior Year

	Notes	2022 Unrestricted Funds	2022 Restricted Funds	2022 Total Funds £	2021 Total Funds £
Incoming resources					
Incoming resources from generated funds:					
Donations and legacies	2	38,593	6,000	44,593	40,853
Charitable activities	3	69,273	-	69,273	84,722
Interest received		44	-	44	137
Government Grants		2,198	-	2,198	8,130
Total incoming resources		<u>110,108</u>	<u>6,000</u>	<u>116,108</u>	<u>133,842</u>
Resources expended					
Raising funds					
Costs of generating voluntary income		11,178	-	11,178	11,780
Cost of fundraising trading		22,625	-	22,625	20,973
Charitable activities					
Community programmes		59,687	6,000	65,687	68,319
Member training and development		23,604	875	24,479	26,475
Promotion of voluntary service		9,315	-	9,315	9,815
Total resources expended	4	<u>126,409</u>	<u>6,875</u>	<u>133,284</u>	<u>137,362</u>
Net incoming resources before transfers		(16,301)	(875)	(17,176)	(3,520)
Transfers between funds		-	-	-	-
Net movement in funds		<u>(16,301)</u>	<u>(875)</u>	<u>(17,176)</u>	<u>(3,520)</u>
Total funds brought forward		298,762	8,560	307,322	310,842
Total funds carried forward	13	<u>282,461</u>	<u>7,685</u>	<u>290,146</u>	<u>307,322</u>

JUNIOR LEAGUE OF LONDON

England & Wales - Charity number 1103298

Accounts



**JUNIOR LEAGUE OF
LONDON**

Women building better communities

(A company limited by guarantee)

**Report and Financial Statements
For the Year Ended 31 May 2022**

Charity number 1103298
Company number 05045667

JUNIOR LEAGUE OF LONDON

CONTENTS

	Page
Report of the Trustees	1 – 11
Independent Examiner's Report	12
Consolidated Statement of Financial Activities	13
Consolidated and Charity Balance Sheets	14
Notes to the Consolidated Financial Statements	15 – 25

JUNIOR LEAGUE OF LONDON

Report of The Trustees

The Trustees, who are also Directors of the charity, for the purposes of the Companies Act 2006, present their report with the financial statements of the charity, for the year ended (YE) 16 May, 2022. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts, in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

These financial statements are in compliance with FRS102 and the Charities SORP (2015).

1. Reference and Administrative Details of the Charity, its Trustees and Advisers

Charity name: Junior League of London
Charity number: 1103298
Company number: 05045667
Registered office address: CAN Mezzanine, 7-14 Great Dover Street, London, SE1 4YR

Board of Directors and Trustees

The Board of Directors of the charity are its trustees for the purpose of charity law and throughout this report are collectively referred to as the Trustees.

The Trustees serving during the fiscal year 2021-22 were as follows (name and position):

Linda Robson	President (appointed 16 March, 2020)
Amy Garcia	President-Elect (appointed 08 March, 2021)
Emily Healy	Executive Vice-President (appointed 26 May, 2021)
Feyi Adegebohun	Finance Director (appointed 26 May, 2021)
Rebecca Thorne	Nominating Director (appointed 26 May, 2021)
Susanna Pitts Teixidor	Non Executive Director (appointed 21 May, 2019)
Gloria Walker	Non Executive Director (appointed 21 July, 2020)
Kristin Kilshaw	Non Executive Director (appointed 21 July, 2020)
Isobel Jewell	Non Executive Director (appointed 26 May, 2021)
Tonya Holmes	Non Executive Director (appointed 26 May, 2021)
Tamsin Davies	President Elect - Elect (appointed 10 March, 2022)

Rachael King, an employee of JLL, served as 2021-22 Company Secretary and Director of Operations, providing support to the Board of Trustees and the Junior League of London.

The Trustees serving during the fiscal year 2022-23 (including the date of this report) are as follows (name and position):

Amy Garcia	President (appointed 08 March, 2021)
Tamsin Davies	President-Elect (appointed 10 March, 2022)
Elizabeth Skibo	Finance Director (appointed 16 May, 2022)
Melissa Allen	Executive Vice President (appointed 29 June, 2022)
Sara Niedringhaus	Nominating Director (appointed 16 May, 2022)
Emily Healy	Non Executive Director (appointed 28 May, 2022)
Francine Bosco	Non Executive Director (appointed 16 May, 2022)
Jennifer Young	Non Executive Director (appointed 16 May, 2022)

JUNIOR LEAGUE OF LONDON

Report of The Trustees

1. Reference and Administrative Details of the Charity, its Trustees and Advisers (continued)

Professional Support

Independent Examiner: John Howard FCA, Azets
2nd Floor, Regis House, 45 King William Street, London, EC4R 9AN

Bankers: CAF Bank Limited
PO Box 289, West Malling, Kent ME19 4TA

HSBC
79 Piccadilly, London, W1J 8EU

Bookkeepers: Paula Cairey Consultancy
20 Adelina Mews, London, SW12 0BGH

Solicitors: Morgan, Lewis & Bockius UK LLP
Condor House 5-10 St. Paul's Churchyard, London EC4M 8AL

2. Structure, Governance and Management

The Junior League of London (JLL, the charity or the League) is a membership organisation open to all women and those who identify as women, who have a passion for volunteering to improve the London community and who commit to fulfilling the time and financial requirements of the charity. The JLL has approximately 250 volunteer-members and, apart from one paid employee and one bookkeeper, all of the JLL's work is performed by our volunteer-members. While the JLL is a volunteer-led organisation, it continuously strives to be professionally run, with systems and programmes for strategic planning, efficient day-to-day management, risk identification and mitigation, and leadership transition.

The JLL is a member of the Association of Junior Leagues International (AJLI), an umbrella organisation, comprising more than 295 Junior Leagues in the United States, Canada, Mexico, Kenya, France and the United Kingdom.

Governing Documents

The governing documents of the Junior League of London are the Memorandum of Association and Articles of Association of the Junior League of London. The Operating Policies and Procedures (last updated May 2022). The Operating Policies and Procedures (OPPs) are an interpretation and elaboration of the Memorandum and Articles of Association of the JLL and are in no way deemed a modification of those documents. The OPPs are reviewed regularly and amended, as required. Our Mission is to *advance women's leadership for meaningful community impact through volunteer action, collaboration and training.*

Structure

The OPPs outline the organisational structure of the JLL, how decisions are made and delegated, methods to recruit and appoint new charity trustees, membership policies including policies and procedures for induction and training, financial management protocols and relationships with community partners.

The governing body of the JLL is its Board of Directors (the "Trustees" or "Board"). The members of the Board are also charity trustees for the purposes of charity law. The Trustees administer the charity and are responsible for the strategic direction and policy of the charity. Because an important part of the Mission of the charity is to develop the potential of its members for excellence in voluntary service, all the members of the Board are members of the charity, and each Board position is for a one-year term, although Board members may choose to re-apply for a subsequent, consecutive term.

The day-to-day operations of the JLL are managed by the Management Council (MC), which is chaired by the Executive Vice President (EVP). The EVP serves as the link between the Board and the MC, facilitates and ensures the overall alignment of League work and leads the MC in carrying out the mission of the League according to the strategic plan and direction.

The MC structure is composed of four functional Councils: Community, Fund Development, Membership, and Operations as well as At Large Members as approved by the membership. Each Council is led by a Council Vice-President, or the President-Elect, in the case of the Operations Council, and is supported by the Chairs of the relevant, functional committees. For example, the Community Council comprises the Community VP and the Committee Chair(s) of each of the League's key community initiatives. Through managing the day-to-day operations and activities of the JLL, these all-volunteer Council Vice-Presidents are responsible for fulfilling the strategy, as determined by the Trustees. The Council Vice-President members also serve a one-year term, and may choose to re-apply for a subsequent, consecutive term.

JUNIOR LEAGUE OF LONDON

Report of The Trustees

2. Structure, Governance and Management (continued)

Recruitment and Appointment of Trustees

Each year, Board members are selected or 'slated' by the Nominating Committee and elected for one-year terms of office by the membership of the charity. Concurrent, two-year terms are encouraged for many Board positions, though they must be re-elected by the membership for the second year in office. In keeping with the JLL's governing documents, internal policies and volunteer tradition, none of the Trustees have any beneficial interest in the charity, nor do they receive any remuneration for their services.

Setting Pay and Remuneration of Support Staff

The JLL complies with all employment laws, including offering flexible working when requested and offering an employee pension scheme as required. The JLL approaches all aspects of the organisation with our mission and values at the forefront. It is the intent of the JLL that each JLL employee shall be paid a fair salary for the job assigned. All employees sign a written contract for employment with the JLL upon commencing employment. Salary levels and pay rises are determined annually by the Board of Trustees as part of the budgeting process for the upcoming fiscal year (usually in March/April) based upon the performance of the employee. Each employee's performance is reviewed every six months by the President-Elect or, in her absence, by the President. The reviewer obtains oral and written reviews of the employee's work from Management Council and Board of Trustees.

3. Objectives and Activities for the Public Benefit

As stated in its Memorandum of Association, the Charity's Objects are:

- to advance the education of disadvantaged pupils, at schools within the London area, by providing programmes and trained volunteers to assist in the provision of facilities for education at such schools;
- to provide programmes and trained volunteers, for recreation or other leisure time occupation, with the object of improving the conditions of life of those persons who have need of such programmes, by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances;
- to relieve financial hardship among people living in London, by providing such persons with goods or services, which they could not otherwise afford through lack of means; and
- to provide grants to other charitable organisations promoting similar Objects within the London community.

The JLL's Mission Statement is consistent with its Objects: The Junior League of London is an organisation of women committed to advancing women's leadership for meaningful community impact through volunteer action, collaboration, and training.

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit, when reviewing the charity's aims and objectives, and in planning future activities.

Strategic Report

4. Achievements and Performance

The 2021-2022 year marked our 37th year as a member of the Association of Junior Leagues International. Like many organisations in the charity sector, the lingering effects of the global pandemic continued to impact our operations, such as in-person gatherings from membership meetings to fundraising and community engagement. However, despite the challenges of engaging almost entirely virtually, our members continued to use their voices and advocate for alleviating poverty in our community.

One area to highlight is our focus on diversity, equity and inclusion. As we serve in one of the most multicultural cities in the world it is key that our League is an organisation that attracts a diverse range of women, where experiences are inclusive, and where access to advancement is equitable and fair -- all of which enables us to better support the diverse multicultural communities that we serve. As outlined below, we have continued to make progress and design a DEI program relevant to our organisation and context through training, guest speakers, communications and embedding the conditions for an inclusive and diverse organisation across functions of the JLL.

JUNIOR LEAGUE OF LONDON

Report of The Trustees

4. Achievements and Performance (continued)

As with the previous year, the pandemic continued to impact the delivery of our community involvement and training activities, which were largely still conducted virtually given changing guidelines. No matter how we engage though, we maintained a steadfast focus on delivering against our Mission, providing benefits to people in need throughout London and empowering our members for excellence in voluntary service both within and beyond our League.

Improving the Community

It is through our programmes and activities supporting disadvantaged Londoners that we meet our charity's objects. The JLL's vision is of a London where each person has the opportunity and means to prosper. Our charity's volunteers engaged in 848 hours of direct community service (530 hours with community partners and 318 hours dedicated to our Holiday Hampers programme), all with the goal to improve the lives of Londoners in need. In addition to direct community service, JLL membership engaged in an additional 110 hours of indirect community service via strategic planning and training hours. Taken together, the JLL was involved in 958 hours of community service.

Since April 2008, the community focus for the JLL has been to eliminate poverty and its effects in London. In the 2015-16 fiscal year, after much research including review of reports and statistics on poverty in London, an examination of each of our current community programmes and their impact on poverty, and surveys of the membership, the Board agreed to maintain 'poverty' as our focus for the next eight-year period through 2023-24. A trustee-led task force for 2022-2023 has been assembled who will design and conduct the research and procedures for selecting our next community focus.

Our volunteering activities have been structured through two issues-based Community Action Teams (CATs): Homelessness and Education & Employment. We also maintained our long-standing Holiday Hampers Programme and were able to return to our annual All Service Day idea from pre-pandemic years, expanding it in 2021-22 to include volunteer shifts across an entire week to better fit our community partner needs. While some in-person shifts returned this year, like serving meals at Restart, organising and refreshing Colville Primary School library or volunteering at Manna Centre, we also conducted some volunteer shifts virtually, such as Migrants Organise, who we supported through video conferencing, helping the participants practise conversational English.

Overall, we offered 250 volunteer shifts, with over 200 filled, despite the changing government guidelines related to in-person gatherings. The JLL's type of volunteering is extremely impactful as it provides additional hours of free resources for community partners, which otherwise would have been completed by paid staff, and as a result, saves them thousands of pounds. Our community-facing programmes also help promote our organisation and our community partners to non-members.

Holiday Hampers

In existence since 1998, Holiday Hampers is one of the JLL's longest-running programmes and the cornerstone of our community outreach efforts. This past Christmas (December 2021), we provided 854 customised hampers, filled with food, essentials, and gifts to more than 1,500 of London's most vulnerable individuals -- managing to provide more hampers than we originally planned for. We increased the scope of agencies we partner with, to help these families and individuals feel the spirit of the holidays which can be a difficult period, made even more challenging with pandemic-related travel restrictions and the impact of COVID on those already in need. Our hampers are often the only gifts they receive and make a real difference in their lives by making them feel cared for and less isolated. Our members provided 318 volunteer hours to assemble the hampers, in addition to the many more hours spent throughout the year securing content and assembly venue donations; liaising with agencies to identify appropriate recipients; purchasing customised hamper contents; and organising the assembly and delivery of the hampers.

Education & Employment

The JLL Education & Employment Community Action Team focuses on breaking the cycle of poverty through support activities for both children and adults. During 2021-22, we continued our longstanding partnership with Colville Primary School. We continued to support Colville through our "World Book Day" project. We sent them books to refresh their classroom Book Corners. We were able to replenish their library with more diverse, inclusive, and newer books. We provided them with an age-appropriate book for every student. The new books were funded through the committee's budget with additional funds coming from our World Book Day budget allocation. In addition, through our partnership with Migrants Organise, we also contributed over 50 hours of online conversations to improve English language skills and promote wellbeing during and after lockdown to support destitute migrants with their integration in the UK. For All Service Week in May, we organised volunteer shifts at Suited & Booted, SmartWorks, Care4Calais, and we donated toiletries/personal care items to Kensington & Chelsea Mutual Aid for Afghan/Ukrainian refugees via Migrants Organise.

JUNIOR LEAGUE OF LONDON

Report of The Trustees

4. Achievements and Performance (continued)

Homelessness

The JLL Homelessness Community Action Team led efforts to organise and manage opportunities for our volunteers to fight the effects of homelessness in London. We were able to return to some in-person shifts during the year, allowing us to provide some of our traditional services, like serving 2,400 meals to those in need at Restart. While much of greater London was navigating changing restrictions, we actively worked with our community partners to assess how we could support them and adapted our approaches to meet their changing needs. We continued to provide in-person volunteer work where it was possible to do so safely and within government guidelines.

JLL 2021-22 Community Partners and Holiday Hampers recipients:

Cardinal Hume Centre*	Kensington Central Library
Colville Primary School	Lambeth Community Early Help
Dashwood House*	Manna Centre
Family Action Wandsworth	Migrants Organise
Family Friends*	Notting Hill Genesis*
Glass Door Chelsea and Fulham	Refuge Harrow*
Hammersmith & Fulham Foodbank	Restart Lives
Hestia Ealing*	Smart Works
Hestia Hammersmith*	Suited & Booted
Hestia Kensington & Chelsea North*	St Vincent's Family Project*
Hestia Kensington & Chelsea South*	Venture Centre
Hestia Kilburn*	West London Action for Children*
Hestia Wandsworth*	Wrap Up London
Housing for Women*	

* 2021-2022 Holiday Hampers Recipients

Member Training and Development

An important part of delivering our mission is providing training for our volunteers to serve in the community. In the 2021-22 League year we delivered 70.5 hours of mission-focused training. Throughout the year, in addition to structured training sessions designed by JLL members as well as AJLI training conferences, our volunteers have the opportunity to participate as members or leaders of our committees and community programmes, which provide them with valuable 'on-the-job' training to include critical civic skills such as volunteer team organisation, fundraising, leadership skills, and community partner relationship management. Our members also have access to extensive online training and resources provided by AJLI.

Training for Current League Members

In the 2021-22 League year, we held 3 General Membership Meetings and 1 Annual General Membership meeting marking the end of the year and handover to new leadership. These general membership meetings provide the opportunity to educate all members about our work, issues impacting our operations, upcoming volunteer opportunities, and learning from guest speakers who are each thought leaders in their fields, including food poverty, values-lead leadership and more. These sessions also offer our members a forum in which they can ask questions, exchange ideas and discuss broader social and development issues impacting our community and members.

A highlight of each League year is the full-day leadership conference organised by the Leadership Education and Development (LEAD) committee. Recognising the benefits of a virtual conference event from our 2020-21 experience, we again designed a rich, on-line learning experience for our members, providing our members with a variety of Leadership Education and Development (LEAD) sessions focused on our development theme of LOVE: Living Our Values Everyday.

We also continued to utilise social media and direct messaging platforms to help members stay connected with one another, understand the needs of London and our community partners, and raise awareness of volunteering opportunities and the impact we are making in the community.

In line with continued DEI strategic focus, we also held training initiatives around DEI education throughout the year, such as a DEI Resources page on our member site, including DEI insights in the bi-weekly member newsletter and guest speakers addressing the nuances of DEI issues as they pertain to London and poverty. We honoured UK Black History Month in October with a guest speaker session and held a training lead by AJLI DEI trustee (and past JLL president), Melissa Allen on fostering inclusion and belonging.

4. Achievements and Performance (continued)

Training for the JLL Leadership Team

Ensuring our leaders are ready to effectively manage volunteers during the year is an important contribution that we seek to make in providing trained volunteers to the community and developing our members more broadly. The incoming Board and Leadership Team participate in annual training days organised and run by the JLL President and President-Elect / EVP (respectively) to prepare them for their responsibilities during the year. The Management Council had a virtual half-day training at the beginning of the League year and all members in leadership positions were invited to a 2 hour leadership hybrid training in Autumn. During the 2021-22 year we also continued the monthly newsletter to our leadership team.

Some ripple effects of the pandemic have presented us with important new opportunities! In 2021-22 we were able to leverage leadership development opportunities for more members, such as virtual conferences hosted by AJLI. Pre-pandemic, only the President and President-Elect attended such conferences due to the budget constraints of travel to the US and lodging. However this year, we extended invitations to a group of 10 JLL members for the virtual Winter Leadership Conference. In addition to this conference, our President and President-Elect also attended (virtually and in-person respectively) role specific training offered annually by AJLI.

Training for New League Members

In 2020-21, we piloted a change from two New Member intake classes (Autumn & Spring) to one New Member intake class (Autumn) which allowed for a longer training programme with more in depth engagement with the class. During the 2021-22 League year, we recruited one intake class, welcoming 31 women to our New Member training and development programme, with 25 of them completing the year and becoming Active members. During their training, New Members learned about our community focus as well as the mission of our charity through a series of orientation sessions alongside their membership commitments. The new members participated in various JLL activities, including Holiday Hampers (see above) and the Little Black Dress Initiative (see below), as well as engaging in volunteer shifts and creating socials. These activities allowed the New Members to not only learn about what we do, but also helped them integrate with our Active members, which will aid their transition into the League as engaged community volunteers.

Promotion of Voluntary Service

With dedication, training and strong organisation, the JLL believes that everyone can succeed as a volunteer and make a difference in her community. The League not only helps members become successful, lifelong volunteers, advocates and civic leaders, but also promotes voluntarism by making members aware of other volunteering opportunities in the London community, and encouraging them to become involved.

Little Black Dress Initiative

Founded in 2014, the Little Black Dress Initiative (LBDI) is a week-long, social media driven advocacy campaign to raise awareness about poverty and its effects in London. Participants wear the same black outfit throughout the campaign to stand in solidarity with vulnerable Londoners and promote the work of our volunteers. Each day they post statistics and information about poverty and the JLL's work to fight it, as well as ways that donors and volunteers can get involved. The campaign not only raises funds for our work, but also provides our members with valuable advocacy skills, and promotes opportunities to make a difference through volunteerism.

Amplifying our Impact

In addition to serving as volunteers for the JLL, our members often take the experience they have gained through the Junior League and apply it to other organisations in a variety of capacities, whether as volunteers, employees, or trustees, thus furthering the promotion of volunteerism. This is one of the reasons the JLL works with many and varied community partners, to ensure members have a range of opportunities to volunteer and make a difference in the London community.

Resources Spent on Volunteer Activities (excluding in-kind donations and indirect costs)

Community programmes:

- Holiday Hampers: £20,748

Community Action Teams: £3,499

Member training, development and resources:

- Costs associated with attending AJLI Conferences: £3,860
- Dues paid to Association of Junior Leagues £7,477
- LEAD (including costs associated with GMs) £0

JUNIOR LEAGUE OF LONDON

Report of The Trustees

5. Financial Review of Operations

JLL's target is to operate within its set budgets and achieve a balanced budget each fiscal year to allow it to successfully provide support to its community partners and develop the potential of its volunteers through training. It is not the JLL's goal to generate large surpluses, but instead, to focus on covering our costs so that it effectively uses funds raised. The financial results of the JLL's operations are provided on a consolidated basis, including its wholly owned subsidiary, JLL Enterprise Limited "JLLE".

For fiscal year 2021-22, JLL ended the year with a deficit of £17,176.

Incoming Resources

Incoming Resources for 2021-2022 totalled £116,108 representing a decrease of ~13.3% compared to the prior year total of £133,842.

The main sources of fundraising event income during 2021-2022 were comprised of key events Spring Soirée, the Little Black Dress Initiative (LBDI), several smaller events – which were mainly virtual and individual donations. These events generated a total net income of £25,386 versus £33,559 from 2020-21. Due to the impact of Covid 19 there was a reduction in the number of events held which had an influence on the income raised.

Total income of £11,836 from LBDI was down from the previous year of £13,111. LBDI remains a strong, low-cost fundraiser for the JLL delivering brand presence with potential to expand and scale by bringing in non-member participants to participate in the campaign.

Income from other events, including income generated from Spring Soirée, totalled £15,826, which was significantly less than last year's income of £20,448.

Income from grants, sponsorships and donations totalled £9,726 vs. £9,443 in 2020-21. This was on par with the income from last year's income as the impact on Covid towards allocation of grants remained the same .

Our largest single source of income, membership dues, continues to decline year-on-year. Dues and transfers fees income totalled £40,853, below last year's income of £47,162. Year on year this represents a 13.4% decline and is largely due to the continued impact of Brexit and Covid on membership retention.

Additionally, the organisation benefited from The Coronavirus Job Retention Scheme as the JLL's Director of Operations was placed on partial furlough for a total of 27.75 days (222 hours). The grant totalled to £2,198. During this time, her responsibilities were completed by volunteers (primarily the President-Elect, Executive Vice President and a Non-Executive Director).

Lastly, we received £30,372 in in-kind donations.

Resources Expended

Total Resources Expended for 2021-2022 was £133,284 approximately 3% lower than last year's total of £137,362.

Our largest direct expenditure remains our investment in community programmes totalling £53,577 with Holiday Hampers receiving the majority of support and continuing to be our signature programme throughout the year. These funds are a decrease over the prior year spend of £55,584. The JLL also participated in World Book Day with our community partner, Colville Primary School, and donated a total of £2,500 for book purchases in 2021-22.

During the year, the JLL continued its commitment to its mission to support the development of volunteers to grow as future leaders in the community and serve as trained leaders within the JLL, spending a total of £15,164 on membership training and development activities vs. £16,702 in the prior year. The decrease was driven by the use of internal speakers from the Junior League in comparison to professional speakers during the previous year.

Finance and Operational costs were £55,890 vs £58,698 in 2020-2021 (5% lower). This was predominantly driven by a change in the workspace arrangement which reduced the rent in comparison to 2020-2021 and also the reduction in the actuals for the bookkeeping services. The organisation continued to pay the employee on furlough their full salary and as such, there was not a reduction in staff salary during the period. The charity ended the year with £290,146 in total funds, where only £7,685 is restricted.

JUNIOR LEAGUE OF LONDON

Report of The Trustees

5. Financial Review of Operations (continued)

Trading Subsidiary

Junior League of London Enterprises Limited ("JLLE") is a wholly owned trading subsidiary of the Junior League of London, through which it engages in active, commercial activities. JLLE's activities primarily consist of sales of "Living in London: A Practical Guide", a book targeted at expatriates relocating to London. 1% of JLL's costs were allocated to JLLE in line with our allocation from 2020-2021. In 2021-22, JLLE incurred a loss of £1,172. When there exists a surplus in JLLE at the end of the financial year, these funds are gifted to JLL.

The Board of Trustees continue to assess the future need of this Trading Subsidiary.

Reserves, Reserves Policy and Going Concern

Reserves:

The JLL's total reserves being carried forward from 2021-2022 totals £290,146. The Reserves are classified as both restricted and unrestricted and include two subsets of designated funds, totalling £91,274 and restricted funds totalling £7,685.

Reserves Policy:

The JLL reserves policy is defined to sufficiently cover unforeseen events in the short-term, for a large variation in income from a major fundraiser, loss of membership dues, or impact of London's economic and political environment. The amount of reserves must be greater than the annual average of the previous three years' operating expenses.

For the three years ended 31 May 2022, JLL's operating expenses averaged £59,265 based on the average of the previous three years: (2020: £63,207; 2021: £58,698; 2022: £55,890).

With a current balance of £290,146 less the restricted funds totalling £7,685 and designated balances totalling £91,274 JLL remains in compliance with its Reserves policy.

Restricted Funds:

1. Scholarship fund - £1,900
Established in April 2020, The JLL Scholarship Funds was established to provide an opportunity for current and prospective members ("members") to receive financial support on their Membership fees. An application is completed by an interested member and is subsequently reviewed by a Scholarship Committee consisting of Trustees and other leaders.
2. LBDI COVID-19 Community Fund - £5,785
In response to the COVID 19 pandemic, all the net funds raised from the May 2020 LBDI COVID-19 Community Appeal were restricted to support our community partners and programmes fighting poverty and the disproportionate effects of COVID on vulnerable Londoners. Any member is allowed to identify a project to fund. Subsequently, each request is reviewed by the Community VP and Finance Director and either approved or rejected as appropriate.

Designated Funds:

- 1) Resource Fund: £61,026
 - Established to meet emergency expenditures that may not be foreseen when budgets are set, that are required to enhance the service of the JLL to the community.
- 2) 30th Anniversary Fund: £30,248
 - Established at the 30-year anniversary date; these funds can be used by future Boards to ensure the long-term financial stability of the JLL.

Going Concern:

Following the review of JLL's financial performance for 2021-22, combined with the level of Reserves in place, the Trustees have a reasonable expectation that the charity will be able to continue in operational existence for the foreseeable future, and they continue to adopt the going concern basis of accounting in preparing the annual financial statements.

JUNIOR LEAGUE OF LONDON

Report of The Trustees

5. Financial Review of Operations (continued)

Principle Risks and Uncertainties

The JLL has established a Risk Policy and Risk Register which detail potential risks and steps to mitigate those risks. These policies are managed by the Finance Director and updated as needed. A full review is conducted every five years. The Trustees examine the major strategic, business, and operational risks facing the charity and confirm that any necessary steps have been taken to lessen these risks. At each Board meeting, Trustees are required to register any changes in interest with the Company Secretary who keeps the Interests Register updated. The Trustees review their risk management strategy and plan annually or more often if circumstances require. The Finance Director is also required to review the JLL's insurance policy to make sure we have adequate coverage and to ensure risk reduction wherever possible.

The principal risks and uncertainties facing the charity are:

- Changing needs of community partners as a result of the pandemic.
- Member transience and fluctuating membership numbers relating to economic climate, factors associated with the pandemic, immigration policy changes and the need to diversify our streams of new members.
- Key-person risk from the departure of the JLL's current bookkeeper and/or Director of Operations, as well as veteran and experienced members on whom the JLL relies for much of its institutional knowledge
- Changing nature of the charity fundraising environment and the continued work into developing new revenue streams.

During the year, the Board and Management Council continued to focus on these areas as a priority as we developed and executed our Annual and Strategic Plans. This past year we also drafted and implemented new Data Protection and Data Retention policies to ensure that the JLL is complying with applicable data protection legislation and to provide this transparency to our members.

Fundraising Practices

The JLL recognises the reliance of fundraising is essential to deliver its mission. Our fundraising strategy is multi-faceted targeting JLL members (our primary source of funds), members of the public, corporate donations and grants provided by Government or other Non-Profits.

Fundraising activities are supervised by the Fund Development Vice President (a member of the Management Council) with oversight performed by the Board of Trustees. Our annual budget, which is approved by our members, places targets on fundraising revenue and expenses, with a strict approval process for unbudgeted spend. All prize-draws comply with required regulations. Our fundraising activities are executed by our volunteer-members, without support from professional fundraisers; and we are not aware of any complaints made.

6. Plans for Future Periods

For the 2022-23 year we have planned a programme of community service and training activities, offering a variety of both in-person and virtual to address the ever-changing needs of those we serve and our members in light of learnings from the pandemic and the changing environment around us.

The Board of Trustees and Management Council have reviewed and updated our five-year strategic plan to reflect the ever-changing needs of both the community we serve and our members. Alongside this, they have developed detailed plans to deliver against the year three objectives of the five-year strategic plan, across all four of our pillars: Community & Civic Leadership, Lifelong Membership, Operational Excellence, and Continuous Development. The strategic priorities for the year ensure we are building a sustainable organisation for the future.

•Lifelong Membership

The Diversity, Equity, Inclusion and Belonging (DEIB) Task Force was established in the 2020-2021 League year and continued throughout 2021-2022. DEIB continues to remain a top priority as an organisation. This year, following the extensive work of the Task Force, we will endeavour to embed DEIB into everything we do as an organisation, and align our DEIB focus to reflect the diverse city we operate in.

Also in support of the membership focus of this pillar, we are also looking at ways to streamline our volunteer role expectations and simplify our processes so that we can run more efficiently and transparently. By refreshing our membership model, we hope to improve the membership experience and better reflect our members' lives today.

JUNIOR LEAGUE OF LONDON

Report of The Trustees

6. Plans for Future Periods (continued)

• Operational Excellence

Understandably, the effects of the pandemic and the cost of living crisis on the charity sector have been challenging. In 2022-2023, we are researching and instituting changes to offset some of these challenges in the longer-term. We are looking at ways to build on our current fundraising activities, as well as diversifying our funding strategy to expand our reach and reduce reliance on membership dues. As part of this, we will also be leveraging data and technology to support our fundraising work. In addition to our funding model, we are also looking at ways to be more operationally and financially efficient in both processes and costs.

• Continuous Development

A more systematic approach to our training provides more value to our members across this aspect of our mission in a scalable approach. This includes mapping conducted in 2021-22 of our existing training and development resources as well as a membership survey, so in 2022-23 we are building a more aligned and effective training approach for our members, particularly by enhancing the New Member programme to strengthen the lifelong journey in the organisation. We are also aligning with our parent association's already robust virtual training programmes, allowing our members to learn relevant skills and competencies without requiring additional volunteer hours to develop training.

• Community & Civic Leadership

As reflected across all four strategic pillars, the challenging economic environment has brought our mission to life even more brightly. After the challenges of the pandemic in engaging fully with our community partners, this year we are expanding our outreach, both through our own programmes and through partnerships that address our focus on alleviating the effects of poverty and driving positive change. Our community-facing activities ensure our members have opportunities to apply their skills as volunteers and civic leaders in the wider community. This coming year, in accordance with our Operating Policies and Procedures, we are also reviewing our community impact area. As part of this, we will conduct an in-depth assessment of our community partnerships to ensure we are able to best support our impact area, as well as evaluate our own direct impact and advocacy programmes.

The Board of Trustees will work with the Management Council and our membership over the course of the coming year to further develop these priorities and our plans for the future.

2021-22 Budget

In planning the 2022-23 budget, we remained mindful of the current economic environment and our reduced income and thus planned our programming accordingly. The membership has approved a deficit budget of £12,389 for the year. Although we anticipate a deficit overall, we have sufficient reserves and believe that the projected income and expenditures will meet the needs of our members and community whilst focusing on the long-term sustainability of our organisation.

JUNIOR LEAGUE OF LONDON

Report of The Trustees

Trustees' responsibilities in relation to the financial statements

The Trustees (who are also the directors of the JLL for the purposes of company law) are responsible for preparing the 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 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 the group, and of incoming resources and application of resources, including the income and expenditure, of the charitable group, for that period. In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and 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 business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act of 2006. They are also responsible for safeguarding the assets of the charitable company and the group 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 charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Board of Directors on 17/01/23 and signed on its behalf by:



Amy Garcia, 2022-23 President

JUNIOR LEAGUE OF LONDON

Independent Examiner's Report

To The Members of the Junior League of London

I report on the accounts of the charitable group for the year ended 31 May 2022 which are set out on pages 13 to 25.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent examiner's statement:

In connection with my examination, no matter has come to my attention:

- 1 which gives me reasonable cause to believe that, in any material respect, the requirements:
 - to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

- 2 to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



J Howard FCA
Azets Audit Services
2nd Floor, Regis House,
45 King William Street,
London, EC4R 9AN

Date: 20 February 2023

JUNIOR LEAGUE OF LONDON

Consolidated Statement of Financial Activities

For The Year Ended 31 May 2022

	Notes	2022 Unrestricted Funds	2022 Restricted Funds	2022 Total Funds £	2021 Total Funds £
Incoming resources					
Incoming resources from generated funds:					
Donations and legacies	2	38,593	6,000	44,593	40,853
Charitable activities	3	69,273	-	69,273	84,722
Interest received		44	-	44	137
Government Grants		2,198	-	2,198	8,130
Total incoming resources		<u>110,108</u>	<u>6,000</u>	<u>116,108</u>	<u>133,842</u>
Resources expended					
Raising funds					
Costs of generating voluntary income		11,178	-	11,178	11,780
Cost of fundraising trading		22,625	-	22,625	20,973
Charitable activities					
Community programmes		59,687	6,000	65,687	68,319
Member training and development		23,604	875	24,479	26,475
Promotion of voluntary service		9,315	-	9,315	9,815
Total resources expended	4	<u>126,409</u>	<u>6,875</u>	<u>133,284</u>	<u>137,362</u>
Net incoming resources before transfers		(16,301)	(875)	(17,176)	(3,520)
Transfers between funds		-	-	-	-
Net movement in funds		<u>(16,301)</u>	<u>(875)</u>	<u>(17,176)</u>	<u>(3,520)</u>
Total funds brought forward		298,762	8,560	307,322	310,842
Total funds carried forward	13	<u>282,461</u>	<u>7,685</u>	<u>290,146</u>	<u>307,322</u>

The notes on pages 15 to 25 form part of these financial statements.

JUNIOR LEAGUE OF LONDON

Consolidated and Charity Balance Sheets

As at 31 May 2022

	Notes	2022 Group £	2021 Group £	2022 Charity £	2021 Charity £
Fixed assets					
Tangible assets	9	-	-	-	-
Investments	10	-	-	50,000	50,000
		<u>-</u>	<u>-</u>	<u>50,000</u>	<u>50,000</u>
Current assets					
Debtors	11	802	2,758	106,402	107,188
Cash at bank and in hand		322,330	331,037	198,647	207,949
		<u>323,132</u>	<u>333,795</u>	<u>305,049</u>	<u>315,137</u>
Creditors: Amounts falling due within one year	12	(32,986)	(26,473)	(31,786)	(25,873)
Net current assets		<u>290,146</u>	<u>307,322</u>	<u>273,263</u>	<u>289,264</u>
Net Assets		<u>290,146</u>	<u>307,322</u>	<u>323,263</u>	<u>339,264</u>
Funds					
Restricted funds:	13	7,685	8,560	7,685	8,560
Unrestricted funds:					
Designated funds	13	91,274	91,274	91,274	91,274
Other unrestricted funds	13	191,187	207,488	224,304	239,430
		<u>290,146</u>	<u>307,322</u>	<u>323,263</u>	<u>339,264</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 May 2022.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 May 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for:

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

Approved by the Board of trustees on 17/01/23 and signed on their behalf by:



Amy Garcia 2022-23 President

The notes on pages 15 to 25 form part of these financial statements.

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2022

1. Accounting policies

1.1 Basis of preparation

Junior League of London is a company limited by guarantee in the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to a maximum of £10 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principle activities are set out on page 2.

The charitable company constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2015.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value.

The financial statements are prepared in sterling which is the functional currency of the charity.

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

1.2 Basis of Consolidation

The Statement of Financial Activities (SOFA) and Balance Sheet consolidate the financial statements of the charitable company and its wholly owned subsidiary, JLL Enterprises Limited. The results of the subsidiary are consolidated on a line by line basis in accordance with FRS 102 – section 9 and the Charities SORP (FRS 102) – section 24.

Details of JLL Enterprise Limited are given in note 10 of the financial statements.

A separate statement of financial activities for the Charitable Company has not been present because the Charitable Company has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

1.3 Going Concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charitable company to be able to continue as a going concern.

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2022

1. Accounting policies (continued)

1.4 Incoming resources

All incoming resources are included in the Statement of Financial Activities (SOFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received. The following specific policies are applied to particular categories of income:

- Voluntary income includes income from donations, amounts receivable under gift aid and is recognised in the financial statements when receivable.
- Income from charitable activities includes income from membership dues, trading subsidiary income, income from fundraising events and is included in the period it relates to.

Government grants relating to incoming resources are recognised as income over the periods when the related costs are incurred. The grants received in the year relate to The Coronavirus Job Retention Scheme.

1.5 Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Cost of raising funds includes costs of generating voluntary income and the cost of fundraising. Expenditure is accounted for on an accruals basis.
- Expenditure of charitable activities comprising of those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs allocated directly to such activities and those costs of an indirect nature necessary to support them.

The irrecoverable element of VAT is included with the item of expense to which it relates.

Staff costs are allocated between costs heading according to the function of each employee.

1.6 Allocation of support and governance costs

Support costs are those that assist the work of the charitable company but do not directly represent charitable activities and include governance costs, administrative office function costs, depreciation, HR and recruitment costs, and premises costs. They are incurred directly in support of expenditure on the objects of the charitable company.

Governance costs comprise all costs involving the public accountability of the charitable company and its compliance with regulation and good practice. These costs include costs related to the independent examination.

Support and Governance costs have been allocated across the charitable activities using various percentage allocations.

1.7 Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives as follows:

Computer equipment	- 3 years, straight line basis
Office furniture and equipment	- 5 years, straight line basis

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2022

1. Accounting policies (continued)

1.8 Debtors

Other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid. Accrued income is measured at the amount due to be received.

1.9 Cash at bank and in hand

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

1.10 Creditors

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

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

1.11 Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.12 Judgements and key sources of estimation uncertainty

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

The following judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have had the most significant effect on amounts recognised in the financial statements:

Useful economic lives of tangible assets

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 9 for the carrying amount of the property plant and equipment, and note 1.7 for the useful economic lives for each class of assets.

There are no key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

1.13 Operating leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the Statement of Financial Activities as incurred.

1.14 Project Funding

Full provision is made in the accounts for the costs of new projects at the time of inception on the basis that a constructive obligation arises. Unspent balances are included within creditors.

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2022

1. Accounting policies (continued)

1.15 Funds accounting

Restricted funds – these are funds that can only be used for specific restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

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

Unrestricted general funds – these are funds which can be used in accordance with the charitable objects at the discretion of the trustees.

1.16 Taxation

The charitable company is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part II 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.

2. Donations and legacies	2022	2021
	£	£
Grants, donations and sponsorships	9,726	9,443
Annual fund	2,866	3,272
Amount recovered under gift aid	1,629	1,498
Gifts in kind:		
- Holiday Hampers	25,205	25,060
- Member development	5,167	1,580
- Other community	-	-
	44,593	40,853
	<hr/>	<hr/>
3. Income from charitable activities	2022	2021
	£	£
Membership dues	40,853	47,162
Fundraising events and campaigns	25,386	33,559
Living in London	620	357
Other income	2,414	3,644
	69,273	84,722
	<hr/>	<hr/>

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2022

4. Analysis of Total Resources Expended

	Direct Activities	Support Costs (note 5)	Total 2022	Total 2021
	£	£	£	£
Raising funds:				
Costs of generating voluntary income	-	11,178	11,178	11,780
Cost of fundraising trading	8,653	13,972	22,625	20,973
Charitable activities				
Community programmes	53,577	12,110	65,687	68,319
Member training and development	15,164	9,315	24,479	26,475
Promotion of voluntary service	-	9,315	9,315	9,815
	<u>77,394</u>	<u>55,890</u>	<u>133,284</u>	<u>137,362</u>

Principal items included within the categories shown above are:

		2022 £	2021 £
Community programmes:	Holiday Hampers	45,954	44,605
	Community Action Teams	3,499	11,380
		<u>49,453</u>	<u>56,000</u>
Member training and development:	Dues paid to Association of Junior Leagues International (AJLI)	7,477	8,417
	Costs of attending AJLI training	3,860	1,305
	LEAD	-	1,957
		<u>11,337</u>	<u>11,679</u>

5. Analysis of Support Costs

	2022 £	2021 £
Staff salaries and pensions	24,533	24,471
Staff training	-	795
Insurance	1,487	876
Accounts and IE fees	16,160	13,151
Professional fees	911	48
Rent & office costs	4,540	11,929
Telephone	350	359
Printing, postage and stationery	27	253
Repairs and maintenance	5,539	4,797
Bank charges	898	377
Depreciation	-	48
Other costs	1,445	1,594
	<u>55,890</u>	<u>58,698</u>

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2022

6. Net Income/(Expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	2022	2021
	£	£
Independent examiner fee	2,000	2,200
Depreciation – owned asset	-	48
Operating lease rentals	2,651	10,453
	<u>2,651</u>	<u>10,453</u>

7. Trustees' Remuneration and Benefits

The trustees received no remuneration for their services during the year under review (2021: £Nil).

Two trustees were reimbursed a total of £5,015 during the year for costs in relation to attending conferences and other costs of carrying out their duties in accordance with the charitable company's Memorandum and Articles of Association (2021: One trustee was reimbursed a total of £1,513 during the year).

8. Analysis of Staff Costs and the Cost of Key Management Personnel

	Consolidated		Charity	
	2022	2021	2022	2021
	£	£	£	£
Salaries	24,000	24,000	18,000	18,000
Pensions	533	471	527	466
	<u>24,533</u>	<u>24,471</u>	<u>18,527</u>	<u>18,466</u>

Over the course of the year there was 1 part-time paid member of staff (2021: 1 part-time).

Employee time has been allocated to support costs allocated on a percentage basis over all the costs.

No employee received emoluments above £60,000 (2021: none).

The key management of the charity comprise of the trustees only.

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2022

9. Fixed Assets	Computer Equipment £	Office Equipment £	TOTAL £
Consolidated and Charity			
Cost			
At 1 June 2021	22,554	657	23,211
At 31 May 2022	<u>22,554</u>	<u>657</u>	<u>23,211</u>
Depreciation			
At 1 June 2021	(22,554)	(657)	(23,211)
Charge for year	-	-	-
At 31 May 2022	<u>(22,554)</u>	<u>(657)</u>	<u>(23,211)</u>
Net Book Value At 31 May 2022	<u>-</u>	<u>-</u>	<u>-</u>
At 31 May 2021	<u>-</u>	<u>-</u>	<u>-</u>

10. Subsidiary Company

The charity owns 100% of the issued share capital of JLL Enterprises Limited, a company registered in England and Wales whose main business activities are selling the book "Living in London: A Practical Guide". The trading results of JLL Enterprises Limited that have been included in the consolidated accounts were as follows:

Profit and loss account	2022 £	2021 £
Turnover	758	1,155
Cost of sales	-	(611)
Gross profit	<u>758</u>	<u>544</u>
Administrative expenses	(1,950)	(1,557)
Operating (loss)	<u>(1,192)</u>	<u>(1,013)</u>
Interest receivable	20	52
Taxation	-	-
	<u>(1,172)</u>	<u>(961)</u>
Donation to Junior League of London	-	-
(Loss) retained in subsidiary	<u>(1,172)</u>	<u>(961)</u>

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2022

10. Subsidiary Company - continued

	2022	2021
	£	£
Balance Sheet		
Current assets	123,722	123,090
Creditors: amounts falling due within one year	(106,834)	(105,030)
Total assets less current liabilities	<u>16,888</u>	<u>18,060</u>
Called up share capital	50,000	50,000
Retained profit and loss account	(33,112)	(31,940)
Shareholders' funds	<u>16,888</u>	<u>18,060</u>

11. Debtors

	Group		Charity	
	2022	2021	2022	2021
	£	£	£	£
Amounts owed from group undertakings	-	-	105,635	104,430
Other debtors	-	2,027	-	2,027
Prepayments	802	731	767	731
	<u>802</u>	<u>2,758</u>	<u>106,402</u>	<u>107,188</u>

12. Creditors: Amounts falling due within one year

	Group		Charity	
	2022	2021	2022	2021
	£	£	£	£
Trade creditors	2,584	913	2,584	913
Taxes payable	943	1,082	943	482
Deferred income (note 12.1)	19,626	18,713	19,626	18,713
Accruals	9,833	5,765	8,633	5,765
	<u>32,986</u>	<u>26,473</u>	<u>31,786</u>	<u>25,873</u>

12.1 Deferred income

	Group		Charity	
	2022	2021	2022	2021
	£	£	£	£
Balance as at 1 June 2021	18,713	17,285	18,713	17,285
Released in the year	(18,713)	(17,285)	(18,713)	(17,285)
Deferred in the year	19,626	18,713	19,626	18,713
Balance as at 30 June 2022	<u>19,626</u>	<u>18,713</u>	<u>19,626</u>	<u>18,713</u>

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2022

13. Funds

Consolidated and Charity	Brought Forward £	Incoming Resources £	Resources Expended £	Transfers £	Carried Forward £
Restricted funds:					
Holiday Hampers Program (1)	-	6,000	(6,000)	-	-
Scholarship Fund (2)	2,775	-	(875)	-	1,900
LBDI COVID-19 Community Fund (3)	5,785	-	-	-	5,785
	8,560	6,000	(6,875)	-	7,685
Designated funds:					
Resource Fund (4)	61,026	-	-	-	61,026
30 th Anniversary Fund (5)	30,248	-	-	-	30,248
	91,274	-	-	-	91,274
Other unrestricted funds:					
AJLI Marketing Award	1,334	-	-	-	1,334
General reserves	238,096	109,332	(124,458)	-	222,970
Total Charity	339,264	115,332	(131,333)	-	323,263
General reserves	(31,942)	776	(1,951)	-	(33,117)
Total Consolidated	307,322	116,108	(133,284)	-	290,146

- (1) The Holiday Hampers Program restricted fund provides dedicated funding to the Junior League of London's Holiday Hamper's Programme which on an annual basis creates gift hampers for residents in London.
- (2) Established in April 2020, The JLL Scholarship Fund was created to provide an opportunity for current and prospective members ("members") to receive financial support on their Membership fees. An application is completed by an interested member and is subsequently reviewed by a Scholarship Committee consisting of Trustees and other leaders.
- (3) In response to the COVID-19 pandemic, all net funds raised from the May 2020 LBDI COVID-19 Poverty Appeal were restricted to support our community partners and programmes fighting poverty and the disproportionate effects of COVID on vulnerable Londoners. Any member is allowed to identify a project to fund. Subsequently, each request is reviewed by the Community VP and Finance Director and either approved or rejected as appropriate.
- (4) The Resource Fund was established to meet expenditure of an emergency nature not foreseen at the time budgets were prepared, that would enhance the service of the League to the community.
- (5) The 30th anniversary fund was raised in recognition of the 30 year legacy of the JLL and in response to the Strategic Review Committee's recommendation that the JLL should move to a more sustainable financial model, whereby the JLL will raise funds before committing spending. £30k is approximately the value of the funds the League directly spent on its community and membership programmes in 2014-15, and it was decided that this was the level of financial support needed to move towards a new financial model and sustain and grow our community programmes in the future. These funds can be used as future Boards see most appropriate in keeping with the intention of the funds: to help the JLL meet future, direct community and membership costs and ensure the long-term financial stability of the League.

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2022

13.1 Funds – Prior Year

Consolidated and Charity	Brought Forward £	Incoming Resources £	Resources Expended £	Transfers £	Carried Forward £
Restricted funds:					
Holiday Hampers Program (1)	-	2,242	(2,242)	-	-
Scholarship Fund (2)	4,425	-	(1,650)	-	2,775
LBDI COVID-19 Community Fund (3)	12,522	1,545	(8,282)	-	5,785
	16,947	3,787	(12,174)	-	8,560
Designated funds:					
Resource Fund (4)	61,026	-	-	-	61,026
30 th Anniversary Fund (5)	30,248	-	-	-	30,248
	91,274	-	-	-	91,274
Other unrestricted funds:					
AJLI Marketing Award	1,334				1,334
General reserves	232,268	128,848	(123,020)	-	238,096
Total Charity	341,823	132,635	(135,194)	-	339,264
General reserves	(30,981)	1,207	(2,168)	-	(31,942)
Total Consolidated	310,842	133,842	(137,362)	-	307,322

14. Operating Lease Commitments

At 31 May 2022 the charity had annual commitments under non-cancellable operating leases as detailed below:

	Land and building	
	2022 £	2021 £
Operating leases which expire: In less than one year	1,392	45

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2022

15. Connected Charity

The Junior League of London is a member of the Association of Junior Leagues International Inc an organisation based in the United States of America.

16. Related Party Transactions

There are no related party transactions that require disclosure in the financial statements.

17. Allocation of Net Assets between Funds

The funds of the group are represented by the following assets:

	Unrestricted Total £
Tangible fixed assets	-
Current assets	323,132
Current liabilities	(32,986)
	<u>290,146</u>

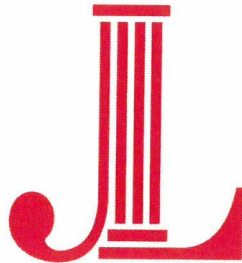
18. Consolidated Statement of Financial Activities – Prior Year

	Notes	2021 Unrestricted Funds	2021 Restricted Funds	2021 Total Funds £	2020 Total Funds £
Incoming resources					
Incoming resources from generated funds:					
Donations and legacies	2	38,611	2,242	40,853	48,888
Charitable activities	3	83,177	1,545	84,722	111,060
Interest received		137	-	137	470
Government Grants		8,130	-	8,130	-
Total incoming resources		<u>130,055</u>	<u>3,787</u>	<u>133,842</u>	<u>160,418</u>
Resources expended					
Raising funds					
Costs of generating voluntary income		11,780	-	11,780	12,641
Cost of fundraising trading		20,973	-	20,973	38,805
Charitable activities					
Community programmes		57,795	10,524	68,319	62,312
Member training and development		24,825	1,650	26,475	25,879
Promotion of voluntary service		9,815	-	9,815	10,848
Total resources expended	4	<u>125,188</u>	<u>12,174</u>	<u>137,362</u>	<u>150,485</u>
Net incoming resources before transfers		4,867	(8,387)	(3,520)	9,933
Transfers between funds		-	-	-	-
Net movement in funds		<u>4,867</u>	<u>(8,387)</u>	<u>(3,520)</u>	<u>9,933</u>
Total funds brought forward		293,895	16,947	310,842	300,909
Total funds carried forward	13	<u>298,762</u>	<u>8,560</u>	<u>307,322</u>	<u>310,842</u>

JUNIOR LEAGUE OF LONDON

England & Wales - Charity number 1103298

Accounts



JUNIOR LEAGUE OF LONDON

Women building better communities

(A company limited by guarantee)

**Report and Financial Statements
For the Year Ended 31 May 2021**

Charity number 1103298
Company number 05045667

JUNIOR LEAGUE OF LONDON

CONTENTS

	Page
Report of the Trustees	1 – 11
Independent Examiner's Report	12
Consolidated Statement of Financial Activities	13
Consolidated and Charity Balance Sheets	14
Notes to the Consolidated Financial Statements	15 – 25

JUNIOR LEAGUE OF LONDON

Report of The Trustees

The Trustees, who are also Directors of the charity, for the purposes of the Companies Act 2006, present their report with the financial statements of the charity, for the year ended (YE) 31 May 2021. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts, in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

These financial statements are in compliance with FRS102 and the Charities SORP (2015).

1. Reference and Administrative Details of the Charity, its Trustees and Advisers

Charity name: Junior League of London

Charity number: 1103298

Company number: 05045667

Registered office address: CAN Mezzanine, 7-14 Great Dover Street, London, SE1 4YR

Board of Directors and Trustees

The Board of Directors of the charity are its trustees for the purpose of charity law and throughout this report are collectively referred to as the Trustees.

The Trustees serving during the fiscal year 2020-21 were as follows (name and position):

Kelaine Blades	President (appointed 19 March 2019)
Linda Robson	President-Elect (appointed 16 March 2020)
Thu-Nga Cynthia Trinh	Finance Director (appointed 2 June 2020)
Emma Williamson	Nominating Director (appointed 2 June 2020, resigned 9 November 2020)
Meghan Opsahl	Nominating Director (appointed 7 December 2020)
Tamsin Davies	Non Executive Director (appointed 1 June 2018)
Susanna Pitts Teixidor	Non Executive Director (appointed 21 May 2019)
Amber Raney-Kincade	Non Executive Director (appointed 21 May 2019, resigned 23 June 2020)
Heather Kennedy	Non Executive Director (appointed 21 May 2019, resigned 25 June 2020)
Claire Roper	Non Executive Director (appointed 21 July 2020)
Gloria Walker	Non Executive Director (appointed 21 July 2020)
Kristin Kilshaw	Non Executive Director (appointed 21 July 2020)

Rachael King, an employee of JLL, served as Company Secretary and Director of Operations, providing support to the Board of Trustees and the Junior League of London.

The Trustees serving during the fiscal year 2021-22 (including the date of this report) are as follows (name and position):

Linda Robson	President (appointed 16 March 2020)
Amy Garcia	President-Elect (appointed 8 March 2021)
Feyisayo Adegbohun	Finance Director (appointed 26 May 2021)
Emily Healy	Executive Vice President (appointed 26 May 2021)
Rebecca Thorne	Nominating Director (appointed 26 May 2021)
Susanna Pitts Teixidor	Non Executive Director (appointed 21 May 2019)
Gloria Walker	Non Executive Director (appointed 21 July 2020)
Kristin Kilshaw	Non Executive Director (appointed 21 July 2020)
Isobel Jewell	Non Executive Director (appointed 26 May 2021)
Tonya Holmes	Non Executive Director (appointed 26 May 2021)

JUNIOR LEAGUE OF LONDON

Report of The Trustees

Independent Examiner:	John Howard FCA, Azets 2nd Floor, Regis House, 45 King William Street, London, EC4R 9AN
Bankers:	CAF Bank Limited PO Box 289, West Malling, Kent ME19 4TA HSBC 79 Piccadilly, London, W1J 8EU
Bookkeepers:	Paula Cairey Consultancy 20 Adelina Mews, London, SW12 0BGH
Solicitors:	Morgan, Lewis & Bockius UK LLP Condor House 5-10 St. Paul's Churchyard, London EC4M 8AL

2. Structure, Governance and Management

The Junior League of London (JLL, the charity or the League) is a membership organisation open to all women and those who identify as women, who have a passion for volunteering to improve the London community and who commit to fulfilling the time and financial requirements of the charity. The JLL has approximately 250 volunteer-members and, apart from one paid employee and one bookkeeper, all of the JLL's work is performed by our volunteer-members. While the JLL is a volunteer-led organisation, it continuously strives to be professionally run, with systems and programmes for strategic planning, efficient day-to-day management, risk identification and mitigation, and leadership transition.

The JLL is a member of the Association of Junior Leagues International (AJLI), an umbrella organisation, comprising more than 295 Junior Leagues in the United States, Canada, Mexico and the United Kingdom.

Governing Documents

The governing documents of the Junior League of London are the Memorandum of Association and Articles of Association of the Junior League of London adopted and updated by vote of membership in June 2020, and the Operating Policies and Procedures (last updated December 2021). The Operating Policies and Procedures (OPPs) are an interpretation and elaboration of the Memorandum and Articles of Association of the JLL and are in no way deemed a modification of those documents. The OPPs are reviewed regularly and amended, as required.

Structure

The OPPs outline the organisational structure of the JLL, how decisions are made and delegated, methods to recruit and appoint new charity trustees, membership policies including policies and procedures for induction and training, financial management protocols and relationships with community partners.

The governing body of the JLL is its Board of Directors (the "Trustees" or "Board"). The members of the Board are also charity trustees for the purposes of charity law. The Trustees administer the charity and are responsible for the strategic direction and policy of the charity. Because an important part of the Mission of the charity is to develop the potential of its members for excellence in voluntary service, all the members of the Board are members of the charity, and each Board position is for a one-year term, although Board members may choose to re-apply for a subsequent, consecutive term.

The day-to-day operations of the JLL are managed by the Management Council (MC), which is chaired by the Executive Vice President (EVP). This is a new role that was trialled the first half of the year by Non-Executive Director Tamsin Davies and then officially voted in by membership on 14 January 2021. The EVP serves as the link between the Board and the MC, facilitates and ensures the overall alignment of League work and leads the MC in carrying out the mission of the League according to the strategic plan and direction. With the addition of the EVP role, the President-Elect now has the bandwidth to support the President and prepare for the upcoming year.

The MC structure is comprised of four functional Councils: Community, Fund Development, Membership, and Operations as well as At Large Members as approved by the membership. Each Council is led by a Council Vice-President, or the President-Elect, in the case of the Operations Council, and is supported by the Chairs of the relevant, functional committees. For example, the Community Council comprises the Community VP and the Committee Chair(s) of each of the League's key community initiatives. Through managing the day-to-day operations and activities of the JLL, these all-volunteer Council Vice-Presidents are responsible for fulfilling the strategy, as determined by the Trustees. The Council Vice-President members also serve a one-year term, and may choose to re-apply for a subsequent, consecutive term.

Report of The Trustees

2. Structure, Governance and Management (continued)

Recruitment and Appointment of Trustees

Each year, Board members are selected or 'slated' by a five-member Nominating Committee and elected for one-year terms of office by the membership of the charity. Concurrent two-year terms are encouraged for many Board positions, though they must be re-elected by the membership for the second year in office. In keeping with the JLL's governing documents, internal policies and volunteer tradition, none of the Trustees have any beneficial interest in the charity, nor do they receive any remuneration for their services.

Setting Pay and Remuneration of Support Staff

The JLL complies with all employment laws, including offering flexible working when requested and offering an employee pension scheme as required. The JLL approaches all aspects of the organisation with our mission and values at the forefront. It is the intent of the JLL that each JLL employee shall be paid a fair salary for the job assigned. All employees sign a written contract for employment with the JLL upon commencing employment. Salary levels and pay rises are determined annually by the Board of Trustees as part of the budgeting process for the upcoming fiscal year (usually in March/April) based upon the performance of the employee. Each employee's performance is reviewed every six months by the President-Elect or, in her absence, by the President. The reviewer obtains oral and written reviews of the employee's work from Management Council and Board of Trustees.

3. Objectives and Activities for the Public Benefit

As stated in its Memorandum of Association, the Charity's Objects are:

- to advance the education of disadvantaged pupils, at schools within the London area, by providing programmes and trained volunteers to assist in the provision of facilities for education at such schools;
- to provide programmes and trained volunteers, for recreation or other leisure time occupation, with the object of improving the conditions of life of those persons who have need of such programmes, by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances;
- to relieve financial hardship among people living in London, by providing such persons with goods or services, which they could not otherwise afford through lack of means; and
- to provide grants to other charitable organisations promoting similar Objects within the London community.

The JLL's Mission Statement is consistent with its Objects: The Junior League of London is an organisation of women committed to promoting voluntary service, developing the potential of women, and improving communities, through the effective action and leadership of trained volunteers. Its purpose is exclusively educational and charitable.

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit, when reviewing the charity's aims and objectives, and in planning future activities.

Strategic Report

4. Achievements and Performance

The 2020-2021 year marked our 36th year as a member of the Association of Junior Leagues International. As with the rest of the world, our operations were impacted by COVID-19 and we experienced a year unlike any previous. However, despite the challenges of a global pandemic and spending our entire year – except our in-person community impact – doing almost everything virtually, our members continued to get creative, use their voices and advocate for alleviating poverty in our community.

One key area to highlight is our focus on diversity, equity and inclusion. As we serve in one of the most multicultural cities in the world it is key that our League is an organisation that attracts a diverse range of women, where experiences are inclusive, and where access to advancement is equitable and fair -- all of which enables us to better support the diverse multicultural communities that we serve. As outlined below, we've made good progress this past year on advancing, communicating and embedding the conditions for an inclusive and diverse organisation.

Report of The Trustees

4. Achievements and Performance (continued)

Our programme of community and training activities pivoted to mainly virtual meetings and continued to focus on delivering against our Mission, providing benefits to people in need throughout London and empowering our members for excellence in voluntary service both within and beyond our league.

Improving the Community

The JLL's vision is of a London where each person has the opportunity and means to prosper. Our charity's volunteers engaged in over 9000 hours of service all with the goal to improve the lives of Londoners in need. It is through our programmes and activities supporting disadvantaged Londoners that we meet our charity's objects.

Since April 2008, the community focus for the JLL has been to eliminate poverty and its effects in London. In the 2015-16 fiscal year, after much research including review of reports and statistics on poverty in London, an examination of each of our current community programmes and their impact on poverty, and surveys of the membership, the Board agreed to maintain 'poverty' as our focus for the next eight-year period through 2023-24.

Our volunteering activities have been structured through two issues-based Community Action Teams (CATs): Homelessness and Education & Employment. We also maintained our long-standing Holiday Hampers Programme. Unfortunately, due to COVID-19 and restrictions around lockdown we were not able to hold our annual All Service Day. We volunteered in-person with some community partners such as Restart Lives and Manna Centre, following strict government guidelines for social distancing and COVID-19 precautions. Others such as Migrants Organise, we supported through ZOOM calls, helping the participants practice English while also promoting well-being by providing social contact.

Overall, we filled 250 volunteer slots despite being in lockdown. This type of volunteering is extremely impactful as it provides additional hours of free resources for community partners which otherwise would have been completed by paid staff, and as a result, saves them thousands of pounds. The programme also helps promote our organisation and our community partners to non-members.

Holiday Hampers

In existence since 1998, Holiday Hampers is one of the JLL's longest-running programmes and the cornerstone of our community outreach efforts. This past Christmas (December 2020), we provided 707 customised hampers, filled with food, essentials, gifts, masks and hand sanitisers to 1,152 of London's most vulnerable individuals -- managing to provide more hampers than we originally planned for, while still staying within budget. We worked with multiple agencies to help these families and individuals feel the spirit of the holidays which can be a difficult period for them, and even more so during COVID and lockdown. Our hampers are often the only gifts they receive and make a real difference in their lives by making them feel cared for and less isolated. Our members provided ~300 volunteer hours to assemble the hampers, in addition to the many more hours spent through the year securing content and assembly venue donations; liaising with agencies to identify appropriate recipients; purchasing customised hamper contents; and organising the assembly and delivery of the hampers.

Education & Employment

The JLL Education & Employment Community Action Team focuses on breaking the cycle of poverty through support activities for both children and adults.

During 2020-21, we continued our longstanding Learning Club partnership with Colville Primary School and provided them with an age-appropriate book for every student. In addition, through our LBDI COVID-19 Community Fund, we supplied them learning and play items, laptops for remote learning and we helped refresh their library -- all funded through a one-off COVID-19 appeal to support them during the pandemic. In addition, through our partnership with Migrants Organise, we also contributed over 50 hours of online conversations to improve English language skills and promote wellbeing during lockdown to support destitute migrants with their integration in the UK.

Homelessness

The JLL Homelessness Community Action Team led efforts to organise and manage opportunities for our volunteers to fight the effects of homelessness in London. As the COVID pandemic restricted our ability to provide some of the traditional services, we worked with our community partners to reassess how we could support them and adapted our approach to meet the changing needs. We continued to provide in-person volunteer work where it was possible to do so safely and within government guidelines.

JUNIOR LEAGUE OF LONDON

Report of The Trustees

4. Achievements and Performance (continued)

During 2020-21 we served 1,795 meals to people in need. In addition, through our LBDI COVID-19 Community Fund, we furnished a space for counselling at one of Hestia's centres to support mental health and provided Restart Lives with critical equipment to enable them to continue serving their guests -- including 40 power banks, 10 phones and 3 laptops for guest use, a laptop, tablet, wifi extender and whiteboard for employee use, and PPE for their volunteers, hand sanitiser and shields for the sign-in desk.

JLL 2020-21 Community Partners and Holiday Hampers recipients:

Cardinal Hume Centre*
Colville Primary School
Dashwood House*
Family Friends*
Glass Door Chelsea and Fulham
Hammersmith & Fulham Foodbank
Hestia*
Housing for Women*
Kensington Central Library
Manna Centre
Migrants Organise
Notting Hill Genesis*
Refuge Harrow*
Restart Lives
Smart Works
Suited & Booted
St Vincent's Family Project*
Venture Centre
West London Action for Children*
Wrap Up London

* 2020-2021 Holiday Hampers Recipients

4. Achievements and Performance (continued)

Member Training and Development

An important part of delivering our mission is providing training for our volunteers to serve in the community. In the 2020-2021 League year we delivered 23 training sessions. Throughout the year, in addition to the structured training sessions, our volunteers have the opportunity to participate as members or leaders of our committees and community programmes, which provide them with valuable 'on-the-job' training to include critical civic skills such as volunteer team organisation, fundraising, leadership skills, and community partner relationship management. Our members also have access to extensive online training and resources provided by AJLI.

Training for Current League Members

In the 2020-21 League year, we held quarterly General Membership Meetings, providing the opportunity to educate all members about our work and upcoming volunteer opportunities; learn from guest speakers, and exchange ideas as well as tackle broader social and development issues impacting our community and members.

In addition, we held an all-day virtual Spring Conference as well as individual training evenings through the year, providing our members with a variety of Leadership Education and Development (LEAD) sessions focused on our development theme of Better Together.

We also continued to utilise social media (Facebook, Twitter, Instagram) to help members stay connected with one another, understand the needs of London and our community partners, and raise awareness of volunteering opportunities and the impact we are making in the community.

In line with our DEI strategic focus we also held training initiatives around DEI education, including a DEI Resources page on our member site, incorporating the Your DEI Lens section in every bi-weekly member email and a DEI Wednesdays post going out every week across all of our social media sites. We honoured Black History Month in October with lectures and learnings and conducted DEI training across 'Conscious Inclusion' and 'Microaggressions.'

Training for the JLL Leadership Team

Ensuring our leaders are ready to effectively manage volunteers during the year is an important contribution that we seek to make in providing trained volunteers to the community. The incoming Board and Leadership Team

JUNIOR LEAGUE OF LONDON

Report of The Trustees

4. Achievements and Performance (continued)

participate in annual training days organised and run by the JLL President and President-Elect / EVP (respectively) to prepare them for their responsibilities during the year. During the 2020-21 year we also continued the monthly newsletter to our leadership team as well as a mid-year half-day Leadership training.

This year we were able to leverage AJLI conferences being virtual and extend participation to more members with nine members attending AJLI's special virtual Fall Conference and 12 members attending AJLI's Winter Conference.

Training for New League Members

This year we trialled moving from two New Member intake classes to one New Member intake class to occur in the Autumn, aligned to our Strategic pillar of lifelong membership to test if having a longer training programme with more focused attention would result in a more memorable and fulfilling experience in order to foster a deeper connection to our community and inspire a lifelong commitment to our league.

During the 2020-21 League year, 25 members joined our organisation upon completion of our New Member training and development programme. During their training, they learned about our community focus as well as the mission of our charity through a series of orientation sessions alongside their membership commitments. The new members participated in various JLL activities, including Holiday Hampers (see above) and the Little Black Dress Initiative (see below). These activities allowed the New Members to not only learn about what we do, but also helped them integrate with our Active members, which will aid their transition into the league as engaged community volunteers

Promotion of Voluntary Service

With dedication, training and strong organisation, the JLL believes that everyone can succeed as a volunteer and make a difference in her community. The League not only helps members become successful, lifelong volunteers, advocates and civic leaders, but also promotes voluntarism by making members aware of other volunteering opportunities in the London community, and encouraging them to become involved.

Little Black Dress Initiative

Founded in 2014, the Little Black Dress Initiative (LBDI) is a week-long, social media driven advocacy campaign to raise awareness about poverty and its effects in London. Participants wear the same black outfit throughout the campaign to stand in solidarity with vulnerable Londoners and promote the work of our volunteers. Each day they post information about poverty and the JLL's work to fight it, as well as ways that donors and volunteers can get involved. The campaign not only raises funds for our work, but also provides our members with valuable advocacy skills, and promotes opportunities to make a difference through volunteerism.

Amplifying our Impact

In addition to serving as volunteers for the JLL, our members often take the experience they have gained through the Junior League and apply it to other organisations in a variety of capacities, whether as volunteers, employees, or trustees, thus furthering the promotion of volunteerism. This is one of the reasons the JLL works with many and varied community partners, to ensure members have a range of opportunities to volunteer and make a difference in the London community.

Resources Spent on Volunteer Activities (excluding in-kind donations and indirect costs)

Community programmes:

- Holiday Hampers: £19,545

Community Action Teams: £11,380

Member training, development and resources:

- Costs associated with attending AJLI Conferences: £1,304
- Dues paid to Association of Junior Leagues £8,417
- LEAD (including GMs and local Conferences) £377

5. Financial Review of Operations

JLL's target is to operate within its set budgets and achieve a balanced budget each fiscal year to allow it to successfully provide support to its community partners and develop the potential of its volunteers through training. It is not the JLL's goal to generate large surpluses, but instead, to focus on covering our costs so that it effectively uses funds raised. The financial results of the JLL's operations are provided on a consolidated basis, including its wholly owned subsidiary, JLL Enterprise Limited "JLLE".

For fiscal year 2020-21, JLL ended the year with a surplus of £4,867.

JUNIOR LEAGUE OF LONDON

Report of The Trustees

5. Financial Review of Operations (continued)

Incoming Resources

Incoming Resources for 2020-2021 totalled £133,842 representing a decrease of ~17% compared to the prior year total of £160,148.

The main sources of fundraising event income during 2020-2021 were comprised of our key events Spring Soirée, the Little Black Dress Initiative (LBDI) and several smaller events – which were all virtual. These events generated a total net income of £33,559 versus £57,479 the prior year. The most significant variance is due to Boutique de Noel (historically the organisation's primary fundraising event) which was retired and the event was not held in 2020-21.

Total income of £13,111 from LBDI was down from the previous year of £14,444. We moved the campaign to November to spread out our two key fundraisers across the 2020-21 league year, after having run the COVID-19 Poverty Appeal campaign in May 2020. LBDI remains a strong low-cost fundraiser for the JLL delivering strong brand presence with potential to expand and scale by bringing in non-member participants to participate in the campaign.

Income from other events, including income generated from Spring Soirée, totalled £20,448 which was slightly greater than the prior year income of £19,217.

Income from grants, sponsorships and donations totalled £9,443 vs. £14,168 in the previous year. The primary difference was due to the prior year launch of the scholarship fund and a one off corporate donation.

Our largest single source of income, membership dues, continues to decline year-on-year. Dues and transfers fees income totalled £47,162, below the prior year income of £48,821. Year on year this represents a 3% decline. As discussed above, the organisation moved to one new member intake class from two, resulting in fewer new members year-on-year, which was partially offset by a higher retention of existing members.

Additionally, the organisation benefited from The Coronavirus Job Retention Scheme as the JLL's Director of Operations was placed on furlough for a total of 165 days. The grant totalled to £8,130. During this time, her responsibilities were completed by volunteers (primarily the Executive Vice President and the Active at Large).

Lastly, we received £26,640 in in-kind donations.

Resources Expended

Total Resources Expended for 2020-2021 was £137,362 approximately 9% lower than the prior year total of £150,485.

Our direct cost of fundraising fell to £6,314 from £23,002 in the prior year, as we sunset a higher cost fundraiser Boutique de Noel (BdN) and successfully held our events virtually, which were lower cost to deliver.

Our largest direct expenditure remains our investment in community programmes totalling £55,584 with Holiday Hampers receiving the majority of support and continuing to be our signature programme throughout the year. These funds are an increase over the prior year spend of £48,617. The increase was driven by additional budget which was approved by the board to replenish Holiday Hampers inventory for future years as well as the use of our LBDI 2020 COVID Community Fund to support our Community Partners as described above.

During the year, the JLL continued its commitment to its mission to support the development of volunteers to grow as future leaders in the community and serve as trained leaders within the JLL, spending a total of £16,702 on membership training and development activities vs. £15,345 in the prior year. The increase was driven by an increase in professional speakers and from the use of our scholarship fund.

Finance and Operational costs were £58,698 vs £63,207 (7% lower). This was predominantly driven by a decrease in rent from reducing our office space. The organisation continued to pay the employee on furlough their full salary and as such, there was not a reduction in staff salary during the period.

The charity ended the year with £307,322 in total funds, where only £8,560 is restricted.

5. Financial Review of Operations (continued)

Trading Subsidiary

Junior League of London Enterprises Limited ("JLLE") is a wholly owned trading subsidiary of the Junior League of London, through which it engages in active, commercial activities. JLLE's activities primarily consist of sales of "Living in London: A Practical Guide", a book targeted at expatriates relocating to London. 1% of JLL's costs were allocated to JLLE. This was adjusted from 2019-2020's allocation of 25% to reflect our current fundraising strategy and the time used by the office and JLL employee that was dedicated to Living in London activities. In 2020-21, JLLE incurred a loss of £961. When there exists a surplus in JLLE at the end of the financial year, these funds are gifted to JLL.

2020-2021 was the first year in which the Trading Subsidiary did not operate Boutique de Noel (BdN); The Board of Trustees decided that the 2019 edition of BdN would be the last edition due to declining performance over the past several years. The Board of Trustees continue to assess the future need of this Trading Subsidiary.

Reserves, Reserves Policy and Going Concern

Reserves:

The JLL's total reserves being carried forward from 2020-2021 totals £307,322. The Reserves are classified as both restricted and unrestricted and include two subsets of designated funds, totalling £91,274 and restricted funds totalling £8,560.

Reserves Policy:

The JLL reserves policy is defined to sufficiently cover unforeseen events in the short-term, for a large variation in income from a major fundraiser, loss of membership dues, or impact of London's economic and political environment. The amount of reserves must be greater than the annual average of the previous three years' operating expenses.

For the three years ended 31 May 2021, JLL's operating expenses averaged £65,821 based on the average of the previous three years: (2019: £75,558; 2020: £63,207; 2021: £58,698).

With a current balance of £307,322 less the restricted funds totalling £8,560 and designated balances totalling £91,274 JLL remains in compliance with its Reserves policy.

Restricted Funds:

1. Scholarship fund - £2,775

Established in April 2020, The JLL Scholarship Funds was established to provide an opportunity for current and prospective members ("members") to receive financial support on their Membership fees. An application is completed by an interested member and is subsequently reviewed by a Scholarship Committee consisting of Trustees and other leaders.

2. LBDICOID-19 Community Fund - £5,785

In response to the COVID 19 pandemic, all net funds raised from the May 2020 LBDI COVID-19 Community Appeal are restricted to support our community partners and programmes fighting poverty and the disproportionate effects of COVID on vulnerable Londoners. Any member is allowed to identify a project to fund. Subsequently, each request is reviewed by the Community VP and Finance Director and either approved or rejected as appropriate.

Designated Funds:

- 1) Resource Fund: £61,026
 - Established to meet emergency expenditures that may not be foreseen when budgets are set, that are required to enhance the service of the JLL to the community
- 2) 30th Anniversary Fund: £30,248
 - Established at the 30-year anniversary date; these funds can be used by future Boards to ensure the long-term financial stability of the JLL

Going Concern:

Following the review of JLL's financial performance for 2020-21, combined with the level of Reserves in place, the Trustees have a reasonable expectation that the charity will be able to continue in operational existence for the foreseeable future, and they continue to adopt the going concern basis of accounting in preparing the annual financial statements.

5. Financial Review of Operations (continued)

Principle Risks and Uncertainties

The JLL has established a Risk Policy and Risk Register which detail potential risks and steps to mitigate those risks. These policies are managed by the Finance Director and updated as needed. A full review is conducted every five years. The Trustees examine the major strategic, business, and operational risks facing the charity and confirm that any necessary steps have been taken to lessen these risks. At each Board meeting, Trustees are required to register any changes in interest with the Company Secretary who keeps the Interests Register updated. The Trustees review their risk management strategy and plan annually or more often if circumstances require. The Finance Director is also required to review the JLL's insurance policy to make sure we have adequate coverage and to ensure risk reduction wherever possible.

The principal risks and uncertainties facing the charity are:

- Changing needs of community partners as a result of COVID-19
- Member transience and fluctuating membership numbers relating to economic climate and immigration policy changes
- Key-person risk from the departure of the JLL's current bookkeeper and/or Director of Operations, as well as veteran and experienced members on whom the JLL relies for much of its institutional knowledge
- Changing nature of the charity fundraising environment and the continued work into developing new revenue streams.

During the year, the Board and Management Council continued to focus on these areas as a priority as we developed and executed our Annual and Strategic Plans. This past year we also drafted new Data Protection and Data Retention policies to ensure that the JLL is complying with applicable data protection legislation and to provide this transparency to our members. They are being reviewed by our legal counsel and will be implemented during the current fiscal year.

Fundraising Practices

The JLL recognises the reliance of fundraising is essential to deliver its mission. Our fundraising strategy is multi-faceted targeting JLL members (our primary source of funds), members of the public, corporate donations and grants provided by Government or other Non-Profits.

Fundraising activities are supervised by the Fund Development Vice President (a member of the Management Council) with oversight performed by the Board of Trustees. Our annual budget, which is approved by our members, places targets on fundraising revenue and expenses, with a strict approval process for unbudgeted spend. All raffles are licensed by the local authority and comply with required regulations. Our fundraising activities are executed by our volunteer-members, without support from professional fundraisers; and we are not aware of any complaints made during the financial year.

6. Plans for Future Periods

For the 2021-22 year we have planned a programme of community service and training activities in hybrid models of in-person and virtual to address the ever-changing needs of those we serve and our members in light of the evolving COVID-19 pandemic and the changing environment around us.

The Board of Trustees and Management Council have developed plans to deliver against the year two objectives based on our five-year Strategic Plan, across all four of our pillars: Community & Civic Leadership, Lifelong Membership, Operational Excellence and Continuous Development.

• Lifelong Membership

The Diversity, Equity and Inclusion (DEI) Task Force was established in the 2020-2021 League year. Now, in year two, the Task Force focus will be creating alignment across the League with DEI values in member activities, communication, recruitment, civic engagement and leadership. In support of the membership focus of this pillar, we are leveraging digital resources to better track and understand member engagement and create more meaningful League experiences. The goal of both DEI and our digital integration are to build a more sustainable organization, with higher retention rates and more diverse membership.

6. Plans for Future Periods (continued)

● Operational Excellence

Since 2019 we have sought to design a fund development strategy, built from diversified revenue sources to increase income to meet community impact and operational needs, whilst reducing reliance on membership dues. Additionally, we hold ourselves to account, by reducing operating costs. Understandably, the effects of COVID on the charity sector have been challenging, including impacting external fund-raising events, so we have devised a hybrid model, including virtual and in person fundraising activities. Additionally, we are enhancing the efficiency and efficacy of our operations by leveraging new and existing organizational data to measure and assess the impact of our member-facing programming.

● Continuous Development

A more systematic approach to our training provides more value to our members across this aspect of our mission in a scalable approach. This includes mapping existing training and development resources so we are more able to gain economies of scale and build a more robust training approach for all of our members.

● Community & Civic Leadership

As reflected across all four strategic pillars, the pandemic has brought our mission to life even more brightly. We are including additional community partners and boroughs in our outreach through programmes and partnerships that address our focus on alleviating the effects of poverty and driving positive change. Our community-facing activities ensure our members have opportunities to apply their skills as volunteers and civic leaders in the wider community

The Board will work with the Management Council and our membership over the course of the coming year to further develop these priorities and our plans for the future.

2021-22 Budget

In planning the 2021-22 budget, we remained mindful of the current economic environment and our reduced income and thus planned our programming accordingly. The membership has approved a deficit budget of £3,839 for the year. Although we anticipate a deficit overall, we have sufficient reserves and believe that the projected income and expenditures will meet the needs of our members and community whilst focusing on the long-term sustainability of our organisation.

JUNIOR LEAGUE OF LONDON Report of The Trustees

Trustees' responsibilities in relation to the financial statements

The Trustees (who are also the directors of the JLL for the purposes of company law) are responsible for preparing the 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 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 the group, and of incoming resources and application of resources, including the income and expenditure, of the charitable group, for that period. In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and 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 business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act of 2006. They are also responsible for safeguarding the assets of the charitable company and the group 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 charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Board of Directors on 24 JAN 2022 and signed on its behalf by:



Linda Robson, 2021-22 President

JUNIOR LEAGUE OF LONDON

Independent Examiner's Report

To The Members of the Junior League of London

I report on the accounts of the charitable group for the year ended 31 May 2021 which are set out on pages 13 to 25.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent examiner's statement:

In connection with my examination, no matter has come to my attention:

- 1 which gives me reasonable cause to believe that, in any material respect, the requirements:
 - to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

- 2 to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



J Howard FCA
Azets Audit Services
2nd Floor, Regis House,
45 King William Street,
London, EC4R 9AN

Date: 28 January 2022

JUNIOR LEAGUE OF LONDON

Consolidated Statement of Financial Activities

For The Year Ended 31 May 2021

	Notes	2021 Unrestricted Funds	2021 Restricted Funds	2021 Total Funds £	2020 Total Funds £
Incoming resources					
Incoming resources from generated funds:					
Donations and legacies	2	38,611	2,242	40,853	48,888
Charitable activities	3	83,177	1,545	84,722	111,060
Interest received		137	-	137	470
Government Grants		8,130	-	8,130	-
Total incoming resources		<u>130,055</u>	<u>3,787</u>	<u>133,842</u>	<u>160,418</u>
Resources expended					
Raising funds					
Costs of generating voluntary income		11,780	-	11,780	12,641
Cost of fundraising trading		20,973	-	20,973	38,805
Charitable activities					
Community programmes		57,795	10,524	68,319	62,312
Member training and development		24,825	1,650	26,475	25,879
Promotion of voluntary service		9,815	-	9,815	10,848
Total resources expended	4	<u>125,188</u>	<u>12,174</u>	<u>137,362</u>	<u>150,485</u>
Net incoming resources before transfers		4,867	(8,387)	(3,520)	8,582
Transfers between funds		-	-	-	-
Net movement in funds		<u>4,867</u>	<u>(8,387)</u>	<u>(3,520)</u>	<u>9,933</u>
Total funds brought forward		293,895	16,947	310,842	300,909
Total funds carried forward	13	<u>298,762</u>	<u>8,560</u>	<u>307,322</u>	<u>310,842</u>

The notes on pages 15 to 25 form part of these financial statements.

JUNIOR LEAGUE OF LONDON

Consolidated and Charity Balance Sheets

As at 31 May 2021

	Notes	2021 Group £	2020 Group £	2021 Charity £	2020 Charity £
Fixed assets					
Tangible assets	9	-	48		48
Investments	10	-	-	50,000	50,000
		-	48	50,000	50,048
Current assets					
Debtors	11	2,758	2,481	107,188	106,299
Cash at bank and in hand		331,037	336,882	207,949	214,018
		333,795	339,363	315,137	320,317
Creditors: Amounts falling due within one year	12	(26,473)	(28,569)	(25,873)	(28,542)
Net current assets		307,322	310,794	289,264	291,775
Net Assets		307,322	310,842	339,264	341,823
Funds					
Restricted funds:	13	8,560	16,947	8,560	16,947
Unrestricted funds:					
Designated funds	13	91,274	91,274	91,274	91,274
Other unrestricted funds	13	207,488	202,621	239,430	233,602
		307,322	310,842	339,264	341,823

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 May 2021.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 May 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for:

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

Approved by the Board of trustees on 24 JAN, 2022 and signed on their behalf by:


Linda Robson, 2021-22 President

The notes on pages 15 to 25 form part of these financial statements.

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2021

1. Accounting policies

1.1 Basis of preparation

Junior League of London is a company limited by guarantee in the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to a maximum of £10 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principle activities are set out on page 2.

The charitable company constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2015.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value.

The financial statements are prepared in sterling which is the functional currency of the charity.

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

1.2 Basis of Consolidation

The Statement of Financial Activities (SOFA) and Balance Sheet consolidate the financial statements of the charitable company and its wholly owned subsidiary, JLL Enterprises Limited. The results of the subsidiary are consolidated on a line by line basis in accordance with FRS 102 – section 9 and the Charities SORP (FRS 102) – section 24.

Details of JLL Enterprise Limited are given in note 10 of the financial statements.

A separate statement of financial activities for the Charitable Company has not been present because the Charitable Company has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

1.3 Going Concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charitable company to be able to continue as a going concern.

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2021

1. Accounting policies (continued)

1.4 Incoming resources

All incoming resources are included in the Statement of Financial Activities (SOFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received. The following specific policies are applied to particular categories of income:

- Voluntary income includes income from donations, amounts receivable under gift aid and is recognised in the financial statements when receivable.
- Income from charitable activities includes income from membership dues, trading subsidiary income, income from fundraising events and is included in the period it relates to.

Government grants relating to incoming resources are recognised as income over the periods when the related costs are incurred. The grants received in the year relate to The Coronavirus Job Retention Scheme.

1.5 Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Cost of raising funds includes costs of generating voluntary income and the cost of fundraising. Expenditure is accounted for on an accruals basis.
- Expenditure of charitable activities comprising of those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs allocated directly to such activities and those costs of an indirect nature necessary to support them.

The irrecoverable element of VAT is included with the item of expense to which it relates.

Staff costs are allocated between costs heading according to the function of each employee.

1.6 Allocation of support and governance costs

Support costs are those that assist the work of the charitable company but do not directly represent charitable activities and include governance costs, administrative office function costs, depreciation, HR and recruitment costs, and premises costs. They are incurred directly in support of expenditure on the objects of the charitable company.

Governance costs comprise all costs involving the public accountability of the charitable company and its compliance with regulation and good practice. These costs include costs related to the independent examination.

Support and Governance costs have been allocated across the charitable activities using various percentage allocations.

1.7 Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives as follows:

Computer equipment	- 3 years, straight line basis
Office furniture and equipment	- 5 years, straight line basis

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2021

1. Accounting policies (continued)

1.8 Debtors

Other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid. Accrued income is measured at the amount due to be received.

1.9 Cash at bank and in hand

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

1.10 Creditors

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

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

1.11 Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.12 Judgements and key sources of estimation uncertainty

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

The following judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have had the most significant effect on amounts recognised in the financial statements:

Useful economic lives of tangible assets

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 9 for the carrying amount of the property plant and equipment, and note 1.7 for the useful economic lives for each class of assets.

There are no key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

1.13 Operating leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the Statement of Financial Activities as incurred.

1.14 Project Funding

Full provision is made in the accounts for the costs of new projects at the time of inception on the basis that a constructive obligation arises. Unspent balances are included within creditors.

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2021

1. Accounting policies (continued)

1.15 Funds accounting

Restricted funds – these are funds that can only be used for specific restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

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

Unrestricted general funds – these are funds which can be used in accordance with the charitable objects at the discretion of the trustees.

1.16 Taxation

The charitable company is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part II 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.

2. Donations and legacies	2021 £	2020 £
Grants, donations and sponsorships	9,443	14,168
Annual fund	3,272	3,240
Amount recovered under gift aid	1,498	1,627
Gifts in kind:		
- Holiday Hampers	25,060	29,225
- Member development	1,580	230
- Other community	-	398
	<u>40,853</u>	<u>48,888</u>
3. Income from charitable activities	2021 £	2020 £
Membership dues	47,162	48,821
BdN income	-	23,818
Fundraising events and campaigns	33,559	33,661
Living in London	357	442
Other income	3,644	4,318
	<u>84,722</u>	<u>111,060</u>

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2021

4. Analysis of Total Resources Expended

	Direct Activities	Support Costs (note 5)	Total 2021	Total 2020
	£	£	£	£
Raising funds:				
Costs of generating voluntary income	22	11,758	11,780	12,641
Cost of fundraising trading	6,314	14,659	20,973	38,805
Charitable activities				
Community programmes	55,584	12,735	68,319	62,312
Member training and development	16,702	9,773	26,475	25,879
Promotion of voluntary service	42	9,773	9,815	10,848
	<u>78,664</u>	<u>58,698</u>	<u>137,362</u>	<u>150,485</u>

Principal items included within the categories shown above are:

		2021 £	2020 £
Community programmes:	Holiday Hampers	44,605	42,784
	Community Action Teams	11,380	3,344
Member training and development:	Dues paid to Association of Junior Leagues International (AJLI)	8,417	8,723
	Costs of attending AJLI training	1,305	1,381
	LEAD	1,957	835

5. Analysis of Support Costs

	2021 £	2020 £
Staff salaries and pensions	24,471	23,814
Staff training	795	-
Insurance	876	951
Accounts and IE fees	13,151	13,955
Professional fees	48	194
Rent & office costs	11,929	15,572
Telephone	359	206
Printing, postage and stationery	253	1,702
Repairs and maintenance	4,797	5,395
Bank charges	377	1,369
Depreciation	48	49
Other costs	1,594	-
	<u>58,698</u>	<u>63,207</u>

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2021

6. Net Income/(Expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	2021	2020
	£	£
Independent examiner fee	2,200	2,220
Depreciation – owned asset	48	48
Operating lease rentals	10,453	16,620
	<u>10,453</u>	<u>16,620</u>

7. Trustees' Remuneration and Benefits

The trustees received no remuneration for their services during the year under review (2020: £Nil).

One trustee was reimbursed a total of £1,513 during the year for costs in relation to attending conferences and other costs of carrying out their duties in accordance with the charitable company's Memorandum and Articles of Association (2020: Three trustees were reimbursed a total of £8,530 during the year).

8. Analysis of Staff Costs and the Cost of Key Management Personnel

	Consolidated		Charity	
	2021	2020	2021	2020
	£	£	£	£
Salaries	24,000	23,300	18,000	17,475
Pensions	471	514	466	386
	<u>24,471</u>	<u>23,814</u>	<u>18,466</u>	<u>17,861</u>

Over the course of the year there was 1 part-time paid member of staff (2020: 1 part-time).

Employee time has been allocated to support costs allocated on a percentage basis over all the costs.

No employee received emoluments above £60,000 (2020: none).

The key management of the charity comprise of the trustees only.

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2021

9. Fixed Assets	Computer Equipment £	Office Equipment £	TOTAL £
Consolidated and Charity			
Cost			
At 1 June 2020	22,554	657	23,211
At 31 May 2021	<u>22,554</u>	<u>657</u>	<u>23,211</u>
Depreciation			
At 1 June 2020	(22,554)	(609)	(23,163)
Charge for year	-	(48)	(48)
At 31 May 2021	<u>(22,554)</u>	<u>(657)</u>	<u>(23,211)</u>
Net Book Value			
At 31 May 2021	<u>-</u>	<u>-</u>	<u>-</u>
At 31 May 2020	<u>-</u>	<u>48</u>	<u>48</u>

10. Subsidiary Company

The charity owns 100% of the issued share capital of JLL Enterprises Limited, a company registered in England and Wales whose main business activities are selling the book "Living in London: A Practical Guide" and holding the Boutique de Noel fair. The trading results of JLL Enterprises Limited that have been included in the consolidated accounts were as follows:

Profit and loss account	2021 £	2020 £
Turnover	1,155	24,750
Cost of sales	(611)	(13,507)
Gross profit	<u>544</u>	<u>11,243</u>
Administrative expenses	(1,557)	(15,899)
Operating (loss)	<u>(1,013)</u>	<u>(4,656)</u>
Interest receivable	52	163
Taxation	-	-
	<u>(961)</u>	<u>(4,493)</u>
Donation to Junior League of London	-	-
(Loss) retained in subsidiary	<u>(961)</u>	<u>(4,493)</u>

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2021

10. Subsidiary Company - continued

	2021 £	2020 £
Balance Sheet		
Current assets	123,090	122,866
Creditors: amounts falling due within one year	(105,030)	(103,846)
Total assets less current liabilities	<u>18,060</u>	<u>19,020</u>
Called up share capital	50,000	50,000
Retained profit and loss account	(31,940)	(30,980)
Shareholders' funds	<u>18,060</u>	<u>19,020</u>

11. Debtors

	Group		Charity	
	2021 £	2020 £	2021 £	2020 £
Amounts owed from group undertakings	-	-	104,430	103,818
Other debtors	2,027	1,716	2,027	1,716
Prepayments	731	765	731	765
	<u>2,758</u>	<u>2,481</u>	<u>107,188</u>	<u>106,299</u>

12. Creditors: Amounts falling due within one year

	Group		Charity	
	2021 £	2020 £	2021 £	2020 £
Trade creditors	913	658	913	658
Taxes payable	1,082	482	482	455
Deferred income (note 12.1)	18,713	17,285	18,713	17,285
Accruals	5,765	10,144	5,765	10,144
	<u>26,473</u>	<u>28,569</u>	<u>25,873</u>	<u>28,542</u>

12.1 Deferred income

	Group		Charity	
	2021 £	2020 £	2021 £	2020 £
Balance as at 1 June 2020	17,285	13,700	17,285	13,700
Released in the year	(17,285)	(13,700)	(17,285)	(13,700)
Deferred in the year	18,713	17,285	18,713	17,285
Balance as at 30 June 2021	<u>18,713</u>	<u>17,285</u>	<u>18,713</u>	<u>17,285</u>

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2021

13. Funds

Consolidated and Charity	Brought Forward £	Incoming Resources £	Resources Expended £	Transfers £	Carried Forward £
Restricted funds:					
Holiday Hampers Program (1)	-	2,242	(2,242)	-	-
Scholarship Fund (2)	4,425	-	(1,650)	-	2,775
LBDI COVID-19 Community Fund (3)	12,522	1,545	(8,282)	-	5,785
	16,947	3,787	(12,174)	-	8,560
Designated funds:					
Resource Fund (4)	61,026	-	-	-	61,026
30 th Anniversary Fund (5)	30,248	-	-	-	30,248
	91,274	-	-	-	91,274
Other unrestricted funds:					
AJLI Marketing Award	1,334				1,334
General reserves	232,268	128,848	(123,020)	-	238,096
Total Charity	341,823	132,635	(135,194)	-	339,264
General reserves	(30,981)	1,207	(2,168)	-	(31,942)
Total Consolidated	310,482	133,843	(137,362)	-	307,322

- (1) The Holiday Hampers Program restricted fund provides dedicated funding to the Junior League of London's Holiday Hamper's Programme which on an annual basis creates gift hampers for residents in London.
- (2) Established in April 2020, The JLL Scholarship Fund was created to provide an opportunity for current and prospective members ("members") to receive financial support on their Membership fees. An application is completed by an interested member and is subsequently reviewed by a Scholarship Committee consisting of Trustees and other leaders.
- (3) In response to the COVID-19 pandemic, all net funds raised from the May 2020 LBDI COVID-19 Poverty Appeal were restricted to support our community partners and programmes fighting poverty and the disproportionate effects of COVID on vulnerable Londoners. Any member is allowed to identify a project to fund. Subsequently, each request is reviewed by the Community VP and Finance Director and either approved or rejected as appropriate.
- (4) The Resource Fund was established to meet expenditure of an emergency nature not foreseen at the time budgets were prepared, that would enhance the service of the League to the community.
- (5) The 30th anniversary fund was raised in recognition of the 30 year legacy of the JLL and in response to the Strategic Review Committee's recommendation that the JLL should move to a more sustainable financial model, whereby the JLL will raise funds before committing spending. £30k is approximately the value of the funds the League directly spent on its community and membership programmes in 2014-15, and it was decided that this was the level of financial support needed to move towards a new financial model and sustain and grow our community programmes in the future. These funds can be used as future Boards see most appropriate in keeping with the intention of the funds: to help the JLL meet future, direct community and membership costs and ensure the long-term financial stability of the League.

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2021

13.1 Funds – Prior Year

Consolidated and Charity	Brought Forward £	Incoming Resources £	Resources Expended £	Transfers £	Carried Forward £
Restricted funds:					
Holiday Hampers Program (1)	-	4,000	(4,000)	-	-
Scholarship Fund (2)	-	925		3,500	4,425
LBDI 2020 COVID Relief Community (3)	-	15,424	(2,902)	-	12,522
		<u>20,349</u>	<u>(6,902)</u>	<u>3,500</u>	<u>16,947</u>
Designated funds:					
Resource Fund (4)	61,026	-	-	-	61,026
30 th Anniversary Fund (5)	30,248	-	-	-	30,248
	<u>91,274</u>				<u>91,274</u>
Other unrestricted funds:					
AJLI Marketing Award	1,334	-	-	-	1,334
General reserves	234,788	115,157	(114,177)	(3,500)	232,268
	<u>327,396</u>	<u>135,506</u>	<u>(121,079)</u>	<u>-</u>	<u>341,823</u>
Total Charity	327,396	135,506	(121,079)	-	341,823
General reserves	(26,487)	24,912	(29,406)	-	(30,981)
Total Consolidated	300,909	160,418	(150,485)	-	310,842

14. Operating Lease Commitments

At 31 May 2021 the charity had annual commitments under non-cancellable operating leases as detailed below:

	Land and building	
	2021 £	2020 £
Operating leases which expire: In less than one year	<u>45</u>	<u>9,588</u>

JUNIOR LEAGUE OF LONDON

Notes To The Consolidated Financial Statements

For the Year Ended 31 May 2021

15. Connected Charity

The Junior League of London is a member of the Association of Junior Leagues International Inc an organisation based in the United States of America.

16. Related Party Transactions

There are no related party transactions that require disclosure in the financial statements.

17. Allocation of Net Assets between Funds

The funds of the group are represented by the following assets:

	Unrestricted Total £
Tangible fixed assets	
Current assets	333,795
Current liabilities	(26,473)
	<u>307,322</u>

18. Consolidated Statement of Financial Activities – Prior Year

	2020 Unrestricted Funds	2020 Restricted Funds	2020 Total Funds	2019 Total Funds
			£	£
Incoming resources				
Incoming resources from generated funds:				
Donations and legacies	42,983	5,905	48,888	47,715
Charitable activities	96,616	14,444	111,060	124,582
Interest received	470	-	470	265
Total incoming resources	140,069	20,349	160,418	172,562
Resources expended				
Raising funds				
Costs of generating voluntary income	12,641	--	12,641	15,112
Cost of fundraising trading	38,317	488	38,805	44,016
Charitable activities				
Community programmes	55,898	6,414	62,312	58,005
Member training and development	25,879	-	25,879	33,593
Promotion of voluntary service	10,848	-	10,848	13,254
Total resources expended	143,583	6,902	150,485	163,980
Net incoming resources before transfers	(3,514)	13,447	9,933	8,582
Transfers between funds	(3,500)	3,500	-	-
Net movement in funds	(7,014)	16,947	9,933	8,582
Total funds brought forward	300,909	-	300,909	292,327
Total funds carried forward	293,895	16,947	310,842	300,909