



2024

ANNUAL REPORT

**Innovista has been
walking with Christian
leaders in tough places
for 25 years**

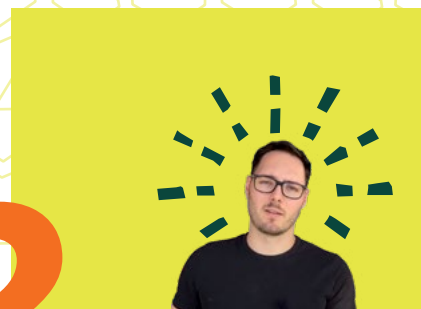
What makes Innovista distinctive



We grow leaders who follow Jesus into the world

Leaders in Central Asia tell us of a stark 'sacred/secular' divide. A local Christian businessman said, "I leave church every Sunday discouraged, because I'm told my work does not matter to God". Innovista grows leaders who go into the world with the hope of Jesus.

2



We grow leaders who adapt and innovate to lead the Church in mission

Cornel and Maria are entrepreneurial leaders in Moldova, committed to the flourishing of their small town Nisporeni. They lead their church's youth ministry and have grown a grocery business.

4



We grow leaders over time, walking with them through failure, success and suffering

'Joy' leads a ministry for women suffering domestic violence in Central Asia. It has been tough to grow a ministry like this. She says, "Innovista started with us when our team was very small, literally we were 6 people, but now we have formed several teams in the regions. Thank you."

6



We grow leaders through training that is rooted in scripture, community and mission

The 'top-down', authoritarian leadership model of the Soviet Union still casts a long shadow over Eurasia. We draw emerging leaders to biblical models of servant leadership.

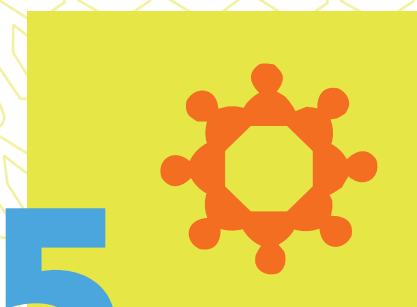
3



We grow leaders with character and skill

Christian leaders in war-time Ukraine don't only need to learn skills; they need support to keep going with perseverance to love their communities.

5



We grow leaders through local trainers who deliver in-context training

What works in Dublin (Ireland) doesn't necessarily work in Dushanbe (Tajikistan). Innovista equips local trainers, who know the language and culture, and design resources for their context.

7



We grow leaders to work in teams - men and women, multiple generations, across denominations and sectors

We grow leaders who value their strengths and recognise the need to work in a diverse team to have a significant impact for Jesus. "Now you are the body of Christ, and each one of you is a part of it." (1 Corinthians 12:27)

Choosing the tough contexts

We maximise our impact by focusing on where Christian leaders are least resourced, missionary efforts are minimal, and the Church is in need.

Ireland

The Republic of Ireland is one of the most rapidly secularising countries in Europe.

GB

Disadvantaged communities are often under-resourced and under-served by the Church.

Moldova

Second poorest country in Europe. One person leaves Moldova every 2 minutes to find work elsewhere.

Ukraine

War-torn, tired and traumatised population. Now the poorest country in Europe. Church is at the heart of meeting community needs. "I can't think of a single church leadership team which has the same membership now that it had three years ago." (Anatoliy Sapsay, Innovista Ukraine).

Central Asia and beyond

All five Central Asian Republics appear in the top 50 countries where Christians are most persecuted. (Open Doors World Watch List 2025).

Using your support to equip leaders for impact

Everything Innovista does is about making our best contribution to seeing the Mission of God being fulfilled in our time. It's at the centre of everything we do.

With your support, Innovista identifies, equips and develops Christian leaders working in challenging contexts. Every year, we train and mentor around 1,500 leaders in Britain, Ireland, Moldova, Ukraine, Central Asia and beyond. We help leaders transform people and communities through churches, ministries and enterprises. Inspired by Jesus, we equip leaders to build a better world.

Our work is shaped by our purpose and values, and the good governance that comes from submitting to the Godly women and men of our board of trustees.

Innovista's purpose is to identify, equip and develop leaders to change their communities with the hope of Jesus.

Everything that happens across the Innovista family of ministries is guided by our values:

- **Wise stewardship:** Using our resources in ways that bring the most hope and change.
- **Engaged in context:** Context shapes what we do and how we do it.
- **Inspiring excellence:** Serving with distinctive quality.
- **Effective teamwork:** Working with others to go further.

Fuelled by our purpose, and guided by our values, we create change by pursuing sustained, disciplined action. We have captured the key areas of this action in the Innovista Flywheel. Each part of the flywheel is fuelled by the one before, creating a circle of mutually reinforcing activities, that over time lead to sustained momentum and growing impact.



The Board of Trustees present their Annual Report, together with the audited, consolidated financial statements, for the year ended 31 December 2024.

Last year we set a number of objectives for 2024:

- ◆ Train 1,600 leaders
- ◆ Train leaders from 12 countries
- ◆ Raise £684,000

Trained
1,713
leaders



Trained
leaders from
12 countries



Ireland

173
♀ **87**
♂ **86**



Moldova

804
♀ **485**
♂ **319**



Ukraine

262
♀ **155**
♂ **107**



Central Asia
and beyond

414
♀ **276**
♂ **138**

3 countries,
including
Azerbaijan



Others

60
♀ **28**
♂ **32**



704,779
generously given



Introduction

From the Chair of Trustees

On behalf of the board of trustees, it is my pleasure to introduce Innovista's annual report and accounts for 2024. The stories, pictures and financial data in this report represent the fruit of your generosity and hard work. None of this growth and stability could have happened without supporters praying, donors giving and Innovista's local teams delivering vital training to Christian leaders. We are very grateful for each one of you playing your part in this.

2025 is Innovista's 25th birthday. It is a good opportunity to reflect on the amazing impact that has come from supporters like you standing with leaders like Slavic in Ukraine, Aneta in Moldova, and Joy in Central Asia. Local leaders have been equipped, and communities that were unreached and under-resourced are now experiencing the hope of Jesus.

At the same time as looking back, we also want to look to the future. The trustees are excited by the vision to provide Innovista's distinctive support to leaders in 20 countries by the end of 2028, which you can read more about on page 22. Reaching that goal will require a concerted effort from all of us, and growth in all aspects of our team (supporters and staff teams), and we are grateful that you will be alongside us for the journey.

Innovista is a partnership of people that want to see generations of leaders serving God's mission, helping put the world right. Thank you for being a partner.



Tim Wills

From the International Director

This week I was at a conference at Oxford University called, "Leadership for Flourishing." It included academics from some of the world's most renowned universities, like Harvard.

The premise of this event was that when good leaders are developed, good change follows. Leaders create a ripple effect through the people they equip and serve. Ripples spread and people and communities are changed.

As I listened, I thought of you. Because you are creating ripples of change in some very challenging places. Thank you.

Because of your investment in Christian leaders:

- Vulnerable groups, including children and elderly people in Moldova are being cared for by loving communities of Jesus followers.
- Because of your support, Afghans who are fleeing oppression are finding hope through churches in neighbouring countries.
- Through your generosity, young people near the front-line in Ukraine have mentors who help them in their grief.

The reality of ripples is that we don't always see where they go. I recently heard about a woman who was mentored by one of the Central Asian team. The ripple this created included the establishment of eleven nurseries for children with disabilities. This in a country where disabled people are often hidden because they're considered a source of shame. Can you imagine the difference this makes?

These stories and others like them only happen because of your support. Thank you so much.

With your continued support, more leaders like this will grow. And more people and communities will be changed by the hope of Jesus.



Jason Lane

Celebrating 25 years of your support

Innovista starts equipping student ministries in Ukraine, Russia, Latvia and Belarus. People and communities start to change.

The Tempo Leadership Course starts, helping teams to stay to transform their communities.

Innovista starts in 2 of the 5 Central Asian Republics, where believers face very high persecution.

When Russia invades Ukraine, you help us stay, equipping local leaders to serve their communities.

You can help us start and stay in 8 new countries.



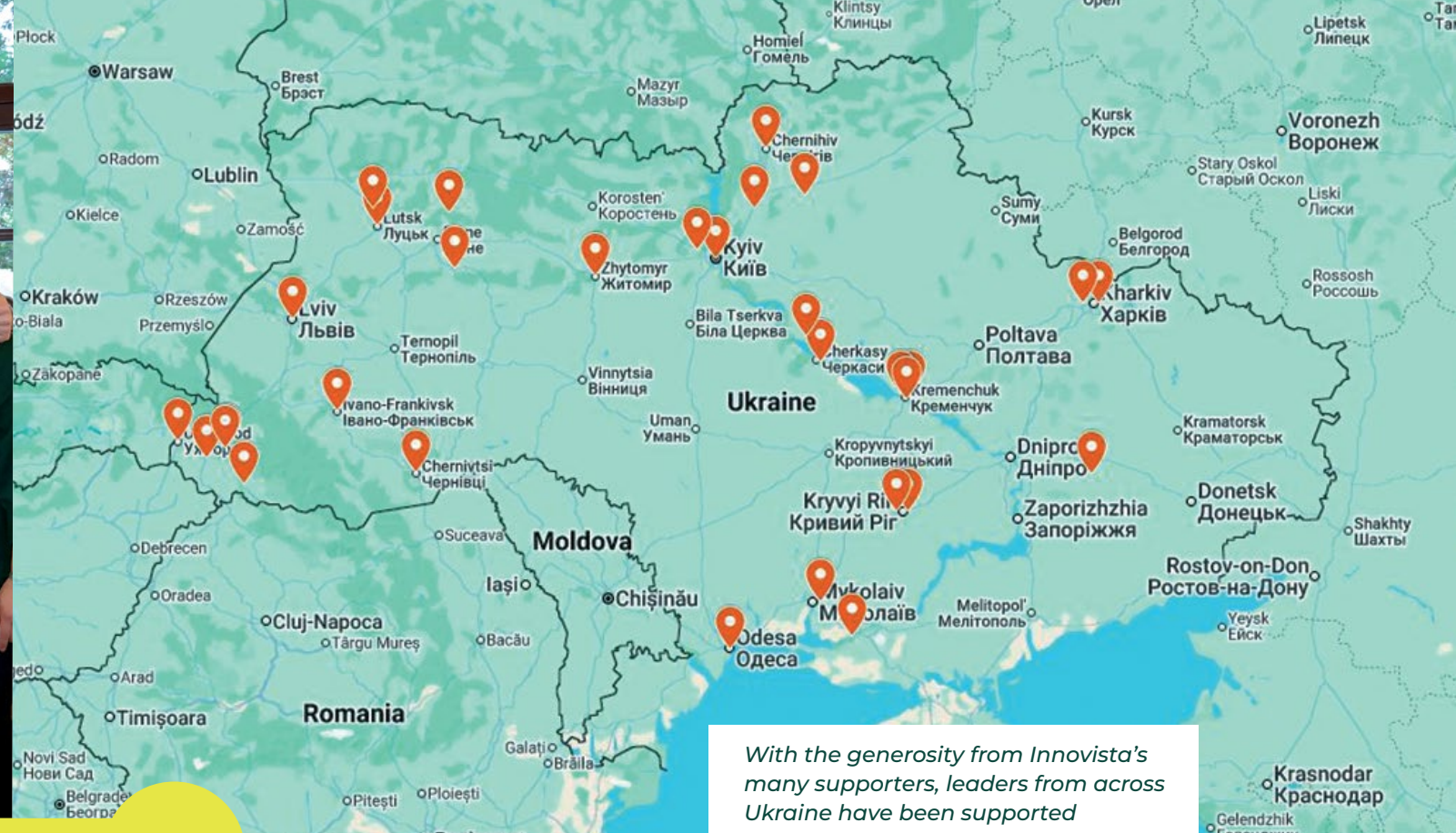
UKRAINE

Fact file

- War-torn, exhausted and traumatised population.
- Churches and ministry organisations have all suffered loss of people, including key leaders since the full-scale invasion in February 2022.
- Now the poorest European country. Gross Domestic Product per person is 25% smaller than Moldova, which had been Europe's poorest country (Source: World Bank).
- The Church needs more support to continue to serve as Russia continues its invasion.



With your support the Innovista Ukraine team is growing to reach more leaders



With the generosity from Innovista's many supporters, leaders from across Ukraine have been supported

How work began

In 2003, Innovista Ukraine started in Kyiv, with three Ukrainian staff (including Slavic Karpyuk and Ira Sluchak who are still part of the team). Today, leaders are supported in all areas of the country that are not occupied.



Equipping women to lead is critically important as the church enters a fourth year of war



Because of our generous supporters, grants are supporting communities near the frontline in Kharkiv (above) and Mykolaiv (below)



In 2024...

This year we have equipped church planting leadership teams in new locations, like Odesa.

We have met in person with church and charity leaders in frontline locations, including Kherson, which is shelled daily by Russian forces.

Thanks to generous supporters, we have provided financial support to 14 ministries in 10 locations, like the Youth Academy in Kharkiv.

We have continued to adapt training to their war-time context. This has included helping teams continually rebuild as men are drafted, and equipping teams to develop new mission initiatives for their communities.

We have researched the needs of women leaders and supported 110 women through a women in leadership conference in Kyiv.

Our partnership with the Ukrainian Baptist Theological Seminary (UBTS) continued to develop, with Innovista staff coaching 18 students and UBTS providing space for the Innovista team to work.

Objective met for 2024

As the catastrophic impact of the war continued to build, it was important to add capacity to the team. Despite the huge challenge of recruiting people, we were able to appoint a new full-time leader-developer. Yana has a background in Psychology, which is very useful as leaders and those they serve grapple with the effects of trauma.

Plan for 2025

At the request of leaders around Ukraine, we will bring in outside expertise in complex trauma to help stabilise leaders, so, wherever possible, they can continue to serve. In addition, we will work with others to build capacity in Ukraine to support leaders who are traumatised, so they, in turn can help others. This is critical both now and for the post-war period, when the effect of trauma will be seen in full.



CENTRAL ASIA and beyond

Fact file

- Entire Central Asia region features in top 50 countries where Christians are most persecuted (Open Doors World Watch List 2025).
- Widespread poverty and highly unreached peoples.
- There is a significant challenge to develop the next generation of leaders.

How work began

In 2013, Olya, from Ukraine, moves to one of the Central Asian Republics for 12 months to explore establishing local ministries. She runs pilot training programmes and especially invests in one local woman, Madina*, who becomes the first national director. This is replicated in a neighbouring country and Baha joins the team in 2014. Over time, the team in these countries also invest in leaders from neighbouring countries. Fast forward to 2024, and Anatoliy Sapsay from Innovista Ukraine, is invited to spend a week in Azerbaijan, delivering training and assessing how Innovista can support the work of pioneering local leaders.



With your support, Anatoliy (standing, top right) equips pioneering leaders in Azerbaijan



Equipping teams of women leaders to bring hope to their communities



Jesus often taught his disciples as they ate together and, with your support, the Innovista Central Asia team do likewise



Gathering teams of leaders together enables them to learn from one another and develop authentic, local solutions

In 2024...

We continued to support leaders who are reaching new locations, including through sports ministry and church planting.

We continued our partnership with a national-regional ministry working with vulnerable women and their children, through mentoring leaders and teams.

Twenty five senior leaders from national and regional ministries gathered for a three-day intensive 'strategy masterclass'. Time together created new solutions to old problems, including how to provide secure space for a growing ministry whose work was under threat.

Thanks to a generous charitable trust, we equipped small groups of Christians to lead with distinction in their workplaces. This locally developed initiative, was born out of a recognition that churches are often not equipping Jesus-followers to lead well in the places where they spend most of their time.

Objective met for 2024

We said that we'd conclude our in-depth research into the barriers and enablers for women in leadership, which will then inform our work to strengthen women who serve in challenging contexts. The completed research heard from several women leading in Central Asia and their lived experience has informed our next steps significantly.

Plan for 2025

We will further explore how Innovista should serve in Azerbaijan, through research, conversations with a range of organisations, training (in-person and online) and a gathering of emerging and established leaders who are committed to pioneering mission in a variety of locations.



MOLDOVA

Fact file

- Second poorest country in Europe, only neighbouring Ukraine is poorer now – because of war.
- Hospitable Moldovans hosted 1.8m Ukrainian refugees – the highest per capita of any country.
- Most church and ministry leaders are volunteers or bi-vocational.
- Every 2 minutes one person leaves Moldova in search of employment and better prospects.
- Politically vulnerable – the region of Transnistria – a narrow strip of land between the Dniester River and the Ukrainian border is recognised internationally as part of Moldova, yet occupied by Russia.



With your support, Aneta (left), is leading a project that encourages children to pursue their education and find hope



Leaders are developing projects that reach the most vulnerable in their community

How work began

Innovista was first invited to Moldova in 2015, by leaders from Operation Mobilisation and Beginning of Life. Following the positive impact of initial work together, OM Moldova hosted 24 church and charity leaders to pilot the Tempo leadership course in Romanian in 2018. As a result of the impact, in 2019 Innovista Moldova was born, led by Maricela who was a graduate of that first Tempo cohort.



Entrepreneurial Christian leaders, like Cornel, are sharing Jesus and creating job opportunities

In 2024...

We made leader-development more accessible to leaders in the regions of Moldova, where resources and training are in especially short supply.

This shift resulted in more support for leaders who are reaching some of the most vulnerable in Moldova – including [children](#) and [the elderly](#) who are often left behind when parents migrate.

We continued to support ministries to Ukrainian refugees by bringing partners together.

We were part of a steering group, working across denominations and sectors, to deliver holistic support to Ukrainian refugees.

Objective met for 2024

We said we would complete research into the barriers and enablers of women in leadership, and apply that learning in Moldova too. Local woman leaders have helped shape the tools and resources to better equip women to use their gifts to serve God's mission, alongside their male counterparts.

Plan for 2025

The focus will be on emerging leaders and those in their first senior leadership roles. 90% of resources will be invested in leaders under the age of 35. There will be a specific focus on Christian entrepreneurs, because job creation enables the Christian community to offer young people the chance to build a life – and God's Kingdom – at home, rather than emigrate.



With your support, Innovista Moldova is working in partnership with others, like Operation Mobilisation, to build a better world



IRELAND

Fact file

- The Republic of Ireland is one of the most rapidly secularising countries in Europe, and the youngest population in the EU.
- Alongside distrust of religion there is a spiritual yearning, with growth among migrant, pentecostal and evangelical churches.
- Resources are unevenly shared; Ulster has one youth worker for every 2,821 young people, but in Munster it's one youth worker to every 21,120 young people.



Leaders equipped to bring the hope of Jesus to their communities by Ann-Marie



Younger people reimagining mission on the Seol Course

How work began

In 2009, after consulting with a range of church leaders, Sam Moore moved to Dublin to start Innovista Ireland. Initially the work focused on developing young leaders and a youth leadership resource. The team has grown to four, focusing on equipping church leaders in the greater Dublin region and the North West. In recent years, online tools have enabled leaders from across the island to access training and coaching opportunities.



Your partnership with us enables us to achieve more by partnering with others like Arrow, Thrive Ireland and the Praxis Movement

In 2024...

With evangelical Christians comprising less than 2% of the population, resources remain scarce. Building partnerships takes time but plays a crucial role in the work. Innovista Ireland's training brings together leaders from different church backgrounds across the island, enabling development of relationship and providing opportunities for further partnership.

Innovista Ireland partnered with Praxis last year to create the Seol Course. It's a mission course designed by Irish leaders for the Irish church. Innovista Ireland trained 56 facilitators who have run the course with over 250 people from 14 churches. The course helps Christians reimagine how to join God's mission in their communities and daily lives.

Through the Tempo leadership course, leaders in Donegal and Coleraine are gaining the tools to lead youth mission more effectively.

Working with a church in the North West, Innovista Ireland ran the Find Your Place course for 23 young adults. The course helped them understand God's mission and discover their role within it.

An online Coaching Course equipped leaders from across Ireland with skills to better empower and develop others.

Innovista Ireland trainers led a learning community that brought together church leaders from Derry, Belfast and Dublin. Together, they explored practical ways to reshape church life around mission.

Innovista Ireland provided expertise to other leadership teams, facilitating and enabling them to steward their resources well and grow. CAP Ireland's board and CEO asked for help to create a strategic plan for the next three years. Help with planning and reflection was also given to leadership teams from 24-7 Prayer Dublin and local churches.

Objective met for 2024

We said that we would strengthen the organisation by adding a new role to the senior leadership team. We fulfilled this by recruiting Sam Moore, the national director of Innovista Ireland, to become Innovista International's Director of Leadership Development. This has added important capacity.

Plan for 2025

Good leadership involves handing over well. In 2025, Innovista will appoint a new National Director for Ireland. After a thorough onboarding process and time spent understanding the context and relationships, the new leader will begin shaping a strategic plan to grow Innovista's work in Ireland sustainably.





**Generations of leaders
serving God's mission,
helping put the world right**

By December 2028, we want to:

**Provide
Innovista's
distinctive
support to
leaders**

**in 20
countries**

**Serve leaders
in more tough
places through
sustained
income of**

**£1m
per year**

The world needs good leaders: Men and women who serve God's transforming mission in the world. Leaders who serve with character and skill. Leaders who equip the whole church so that everyone can play their part.

The world needs more leaders like this, especially in the places that Innovista works. As we approached our 25th birthday we were challenged not to settle but to be bold.



So, we set a big goal for the next four years. One that, if realised, will see more Christian leaders serving in challenging contexts – where they are needed most:

**By 31 December 2028
To provide Innovista's distinctive support to leaders in 20 countries.**

We will work with some of the least resourced leaders who work in some of the most challenging places...

- Leaders who are isolated, unseen or even ignored, will discover that they are not alone
- The pioneers, innovators and entrepreneurs will be reminded that they are not mad
- The leaders who serve with quiet determination – who are models of faithfulness – will be supported and celebrated
- We will grow leaders through distinctive training that is rigorous, practical and rooted in God's transforming mission
- 'Light bulb' moments and 'aha' moments and 'I wish I knew this 20 years ago' moments will be frequent
- Steady sustained growth over time, will surprise people when they look back and see how far they have come
- We will walk with leaders, providing wise support at critical moments in their journey
- We will avoid the traps of quick fixes and superficial solutions
- We will convene leaders across damaging divides – including denominations and generations. We will see more of the beauty of women and men working together, celebrating and supporting one other
- The leadership of gifted women will be released for the good of the world
- Leaders will tell their friends and colleagues about the difference we have made – not because we need to be lauded, but because of the distinctive support we provide

As leaders serve...

- God's good news will be communicated with courage and creativity
- People will find forgiveness, reconciliation, comfort, hope
- Churches will come alive as people find their place in God's mission
- Churches will flourish through multiple generations of leaders
- Communities will be better because the Church is there – being the church - every day of the week and in every sphere of society
- People will follow Jesus in surprising places
- Some of the leaders we support will be asked to help solve the biggest problems in society
- Darkness will be pushed back as the light of Christ shines through these little communities...called the Church

Providing Innovista's distinctive support in 20 countries by the end of 2028, will need us to gather more generous supporters who fuel this work through their prayers and giving. Serving leaders in more tough places will need a sustained income of £1 million per year.

**To achieve this
by the end of 2028,
in 2025 we will...**

Build capacity in existing national teams

With your support, the capacity and capability of national teams will be strengthened. This will include helping them to raise resources in ways that fit the local context; investing in specialist leadership development capabilities such as advanced coaching skills; strengthening systems and processes to support efficient operations.

Start work in new countries

With your help, we aim to begin work in several new countries during 2025. This will follow a staged process of assessment and development conducted with local Christian leaders who have asked for Innovista's support. Each stage will be carefully monitored and reviewed. Progression to the next stage of the four-stage process will only happen if the previous stage is completed and adequate resources are available.

Develop the network of leader-developers

With strategic investment, we will further invest in nationals who are called to grow leaders to serve God's mission. This network is growing and includes people from a range of ministries who want to 'plug in' to Innovista's support. Specifically, we aim to develop a systematic training process and launch some online tools for leader-developers to use.



With your help, we will grow more leaders through distinctive, practical training, like this leadership team in Nizhyn, Ukraine

Structure, governance and management

Organisation

Innovista International is a charitable company limited by guarantee, governed by its Memorandum and Articles of Association. It was incorporated in the United Kingdom on 21 February 2005 and the Memorandum and Articles of association were amended by Special Resolution dated 10 October 2014. It is registered as a charity with the Charity Commission of England and Wales, registered number 1108679. The directors of the charitable company are its trustees for the purposes of charity law and through this report are collectively referred to as the trustees. The liability of the members, who are the trustees, of the charitable company is limited by their guarantee to contribute a sum of £1 each towards the liabilities of the charitable company in the event of liquidation.

A minimum of three and a maximum of ten trustees are required at any one time. New trustees are appointed either to fill in a vacancy or by way of addition to the Board. On appointment trustees are required to hold to the Statement of Faith, affirm (upon joining and thereafter annually) their agreement with the aims and values of the charity, and meet any other criteria established from time to time by the trustees. When new trustees are appointed they are introduced to the work of the charity and provided with the information they need to fulfil their roles, which includes information about the role of the trustees and their responsibilities under the Companies and Charities Acts.

Day-to-day administration of the charity is delegated to the International Director, and the Executive Team, under the supervision of the trustees. Decision-making powers are retained by the trustees and exercised at regular trustees' meetings, of which there are a minimum of three each year.

Fundraising and compliance

Innovista is a member of the Fundraising Regulator and as such, adheres to best practice in all our fundraising activities. All fundraising activities are regularly monitored by the International Director and the Board of Trustees. The majority of fundraising work is carried out in-house. When consultants are used, they are always selected on the basis of having shared faith, shared values and proven expertise in the sector. We hold all our fundraisers to account on our shared values of excellence and stewardship, as well as the Fundraising Regulator's Code of Fundraising Practice. Two of our team are also members of the Chartered Institute of Fundraising.

No complaints were made in 2024 regarding our fundraising. We do most of our fundraising by email, which is augmented by direct mail campaigns twice a year. Whilst we do have elderly people on our mailing lists, we know them personally and immediately respond to any requests to unsubscribe. Fundraising for more significant investments is done relationally and we would only approach a major donor where we knew that this was something they were personally committed to.

Risk management

Risk awareness is integral to the charity's overall management effectiveness. Regular risk assessments are conducted in respect of the charity's activities. The trustees have identified the major risks which may affect the charity and have taken reasonable steps to mitigate those risks.

Leadership and administrative information

Trustees/Directors

The Board of Trustees is responsible for ultimate strategic decisions. The Board of Trustees who were in office during the year and up to the date of signing were:

- Tim Wills (Chair)
- Claire Goodman
- Stuart Weekes
- Richard Myers
- Geraldine Payne (from June 2024)

Executive Team

The Board has delegated day-to-day operational decisions to the Executive Team. The team in place during the year were:

- Jason Lane, International Director
- Hannah Burnham, Director of Development
- Sam Moore, Director of Leadership Development (from November 2024)

Charity number

1108679

Company number

05371169

Principal address and registered office

Suite 143, 266 Banbury Road, Oxford, OX2 7DL

Auditor

Caladine Ltd, Chantry House, 22 Upperton Road, Eastbourne, BN21 1BF

Bank

HSBC PLC, 65 Cornmarket Street, Oxford, OX1 3HY

Objectives

Our governing document states that our overall objectives are to:

- **Advance the Christian faith through our words and actions.**
- **Advance education through training that helps people become better leaders.**
- **Promote community capacity-building by equipping leaders and potential leaders in disadvantaged communities*.**
- **Prevent and relieve poverty by providing training and resources to people in need.**

** Disadvantaged communities/people that are in the lowest 20% of the Index for Multiple Deprivations or equivalent.*



Caring for Creation

Innovista remains committed to caring for the environment in light of the climate crisis. As part of our commitment to good stewardship, we have reduced our flights from pre-pandemic levels, and we also offset (as standard) the environmental impact through the organisation Climate Stewards (www.climatestewards.org). We plan to strengthen this policy and practice in 2025.

Financial Review

Income and expenditure

Our income for 2024 was £704,779, a 17% increase on last year. We received significantly more from trusts and foundations, as we continue to deepen partnership with longstanding funders. We also saw a 9% increase in giving from major donors, but as some of them choose to donate through a trust or foundations, this isn't reflected in the Individuals' income line. We are incredibly grateful to everyone who gave in 2024.

Expenditure in 2024 was £725,609, a 4% decrease on last year.

We anticipate that our income for 2025 will be higher than in 2024, having budgeted for an income of £798,255. An expenditure budget of £811,830 has been set for 2025, which includes carrying forward the restricted reserves (see below).

Grants

Much of Innovista's work is undertaken through making grants to partner organisations and individuals. Innovista Ukraine, Innovista Ireland and Innovista Moldova are separate legal entities to which monthly grants are made to enable them to

carry out their charitable activities in those countries, in the context of agreed country strategies.

Grants are also made to non-Innovista affiliated entities where these contribute to Innovista's purpose and align with our values. Appropriate reporting of use of funds is required and monitoring is carried out on a regular basis.

In 2024, 14 grants were provided to respond to the on-going needs arising from the Ukraine war. These were given to institutions and individuals in the country according to a policy developed to guide the process in this emergency situation. Priority was given to those we already had an existing relationship with. Grants were made at the request of Innovista Ukraine, which formally assessed and approved project proposals against a set of agreed criteria, before then following up with a designated monitoring process.

Reserves

The final fund at the end of the reporting period was £250,842, of which £193,288 were restricted funds. Additional details about our restricted funds can be found in note 19 of the financial statements.

Innovista International has a policy of retaining reserves amounting to between 60 and 90 days of normal operating costs, in order to finance its planned activities and meet its future financial obligations. Based on current expenditure levels, an unrestricted reserve of £150,000 is to be maintained.

Unrestricted reserves at the end of 2024 stood at £57,554, which is a very similar position to last year. Although below the desired level, the trustees will continue to monitor the situation over the next 12 months, in order to maintain reserves in line with the agreed policy.

Trustees' Responsibility Statement

The trustees, who are also directors of the charity for the purposes of the Companies Act, have prepared this report to meet the requirements for a directors' report and accounts for the purposes of company law. The trustees have complied with section 17 of the Charities Act 2011 in having regard to guidance published by the Charity Commission concerning public benefit.

Company law and Charity law require the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and the financial activities of the charity for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities Statement of Recommended Practice
- Make judgements and estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the charity will continue in operation


The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for ensuring that the charity maintains an adequate system of internal control designed to provide reasonable assurance that the assets are safeguarded against loss or unauthorised use to prevent and detect fraud and other irregularities.

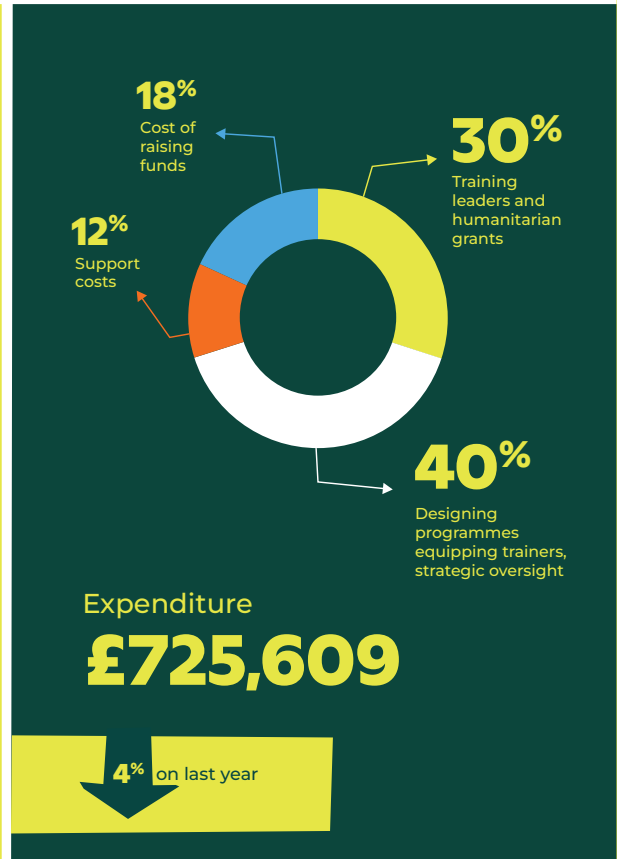
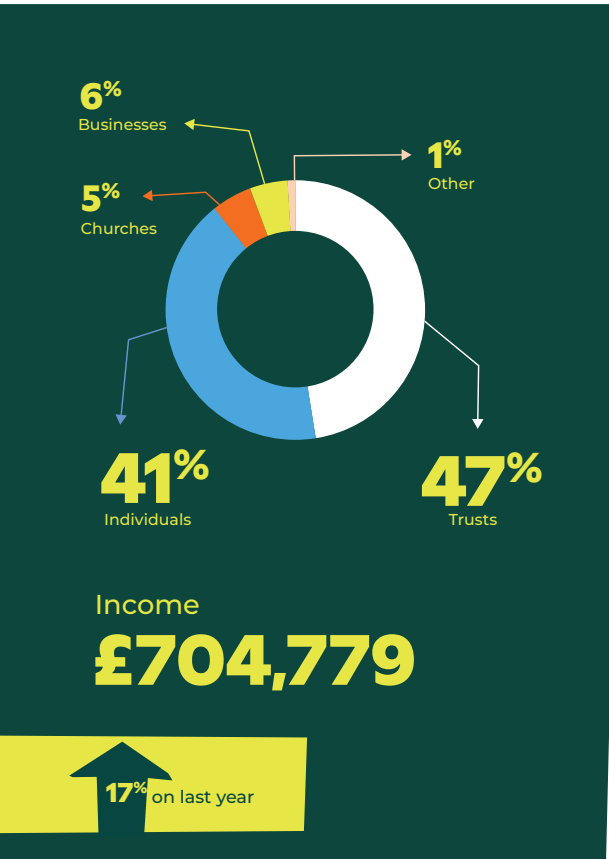
The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

In so far as the trustees are aware:

- There is no relevant audit information of which the charity's auditor is unaware
- They have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information

This report is prepared in accordance with the small companies' regime under the Companies Act 2006.

 Tim Wills
Chair of the Board of Trustees
24 July 2025



Independent auditor’s report to the members of Innovista International

Opinion

We have audited the financial statements of Innovista International (the ‘charity’) for the year ended 31 December 2024 which comprise the statement of financial activities, the statement of financial position, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company’s affairs as at 31 December 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor’s responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC’s Ethical Standard, and the provisions available for small entities, in the circumstances set out in note 25 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have

obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees’ use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity’s ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor’s report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the trustees’ report for the financial year for which the financial statements are prepared, which includes the directors’ report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors’ report included within the trustees’ report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors’ report included within the trustees’ report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees’ remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies’ exemptions in preparing the trustees’ report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees’ responsibilities, the trustees, who

are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity’s ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor’s responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which the audit was considered capable of detecting irregularities including fraud

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

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charity through

discussions with trustees, and from our commercial knowledge and experience of the charity sector;

- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, including the Companies Act 2006, Charities Act 2011 and employment legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charity’s financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

Audit response to risks identified

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:


- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC and relevant regulators.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities is available on the Financial Reporting Council’s website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor’s report.

Mr Colin James
Dadswell FCCA
(Senior Statutory
Auditor) for and
on behalf of
Caladine Limited

31 July 2025


Chartered Certified
Accountants
Statutory Auditor

Chantry House
22 Upperton Road
Eastbourne
East Sussex
BN21 1BF

Statement of financial activities including income and expenditure account for the year ended 31 December 2024

		Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
		2024	2024	2024	2023	2023	2023
	Notes	£	£	£	£	£	£
Income from:							
Donations and legacies	3	344,550	356,565	701,115	321,759	276,607	598,366
Charitable activities	4	-	1,010	1,010	600	165	765
Investments	5	2,654	-	2,654	3,635	-	3,635
Total income		347,204	357,575	704,779	325,994	276,772	602,766
Expenditure on:							
Raising funds	6	103,189	25,797	128,986	85,689	22,777	108,466
Charitable activities	7	197,019	399,604	596,623	228,731	415,671	644,402
Total expenditure		300,208	425,401	725,609	314,420	438,448	752,868
Net income/ (expenditure)		46,996	(67,826)	(20,830)	11,574	(161,676)	(150,102)
Transfers between funds	19	(46,747)	46,747	-	(66,353)	66,353	-
Other recognised gains and losses:							
Other gains/(losses)	14	44	-	44	(3,296)	-	(3,296)
Net movement in funds	10	293	(21,079)	(20,786)	(58,075)	(95,323)	(153,398)
Reconciliation of funds:							
Fund balances at 1 January 2024		57,261	214,367	271,628	115,336	309,690	425,026
Fund balances at 31 December 2024		57,554	193,288	250,842	57,261	214,367	271,628

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

Statement of financial position

as at 31 December 2024

		2024		2023	
	Notes	£	£	£	£
Fixed assets					
Property, plant and equipment	15		15,844		21,531
Current assets					
Trade and other receivables	16		12,878		57,633
Cash at bank and in hand			245,206		220,149
			258,084		277,782
Current liabilities	17		(23,086)		(27,685)
Net current assets			234,998		250,097
Total assets less current liabilities			250,842		271,628
The funds of the charity					
Restricted income funds	19		193,288		214,367
Unrestricted funds	20		57,554		57,261
			250,842		271,628

The financial statements were approved by the trustees on 24 July 2025



Tim Wills
Trustee

Company registration number 05371169 (England and Wales)

Statement of cash flows

for the year ended 31 December 2024

		2024		2023	
	Notes	£	£	£	£
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	23		23,662		(183,966)
Investing activities					
Purchase of property, plant and equipment			(1,259)		(19,566)
Investment income received			2,654		3,635
Net cash generated from/(used in) investing activities			1,395		(15,931)
Net increase/(decrease) in cash and cash equivalents			25,057		(199,897)
Cash and cash equivalents at beginning of year			220,149		420,046
Cash and cash equivalents at end of year			245,206		220,149

Notes to the financial statements

for the year ended 31 December 2024

1 Accounting policies

Company information

Innovista International is a private company limited by guarantee incorporated in England and Wales. The registered office is Suite 143, 266 Banbury Road, Oxford, OX2 7DL.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity’s Memorandum and Articles of Association, the Companies Act 2006, FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (“FRS 102”) and the Charities SORP “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). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations and grants are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation. It is communicated to individuals who donate through the charity’s website that any Gift Aid is to be utilised for the general purposes of the charity, and is therefore treated as unrestricted funds.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Assets for distribution are recognised only when distributed. Assets given for use by the charity are recognised when receivable. Stocks of undistributed donated goods are not valued for balance sheet purposes.

1 Accounting policies (Continued)

1.5 Expenditure

Liabilities are recognised when a constructive obligation exists, the payment is probable and the obligation can be measured or estimated reliably.

Resources expended are allocated to the particular cost centre to which they relate and include irrecoverable VAT.

The charity makes grants to various organisations and individuals to further its charitable objects. Innovista Ukraine, Innovista Ireland and Innovista Moldova are separate legal entities to which monthly grants are made to enable them to carry out their charitable activities in those countries.

Grants are also made to non-Innovista affiliated entities where these share similar aims, objectives and ethos. Appropriate reporting of use of funds is required and monitoring is carried out on a regular basis.

Since the outbreak of the full-scale invasion of Ukraine in 2022, grants to institutions and individuals in that country that were responding to needs arising from the conflict have constituted a significant proportion of grants given. A policy was developed to guide grant-making in this emergency situation. Applications are mainly made via Innovista Ukraine who filter the requests according to established criteria and make recommendations for funding. Recipients must commit to providing:

- a project proposal outlining the need;
- details of a bank account that can receive foreign currency;
- confirmation of receipt of grant;
- a report on how the grant was used.

Priority is given to entities with which the charity has an existing relationship, and to those in areas closest to the frontline of the war.

1.6 Property, plant and equipment

Property, plant and equipment are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following basis:

Office and media equipment 25% straight line basis

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

Small items of equipment costing below £250 are not capitalised.

1.7 Impairment of non-current assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities

1 Accounting policies (Continued)

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 ‘Basic Financial Instruments’ of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity’s balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including trade and other payables and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity’s contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee’s services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity’s accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant.

Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Income from donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2024	2024	2024	2023	2023	2023
	£	£	£	£	£	£
Donations and gifts	344,550	356,565	701,115	321,759	276,607	598,366
Donations and gifts						
Businesses and Community Organisations	14,930	28,480	43,410	21,991	4,205	26,196
Churches	9,245	26,215	35,460	8,303	28,502	36,805
Individuals (including tax reclaim under gift aid)	216,575	74,826	291,401	200,565	136,864	337,429
Trusts and foundations	103,800	227,044	330,844	90,900	107,036	197,936
	344,550	356,565	701,115	321,759	276,607	598,366

4 Charitable activities

	2024	2023
	£	£
Training courses and events	1,010	765
Analysis by fund		
Unrestricted funds	-	600
Restricted funds	1,010	165

5 Income from investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Interest receivable	2,654	3,635

6 Expenditure on raising funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Fundraising and publicity						
Staging fundraising events	1,391	348	1,739	444	209	653
Fundraising agents	6,400	1,600	8,000	7,452	1,515	8,967
Advertising	6,523	1,631	8,154	6,637	1,705	8,342
Other fundraising costs	1,092	273	1,365	1,302	325	1,627
Staff costs	86,525	21,631	108,156	68,839	18,769	87,608
Depreciation and impairment	1,258	314	1,572	1,015	254	1,269
	103,189	25,797	128,986	85,689	22,777	108,466

7 Expenditure on charitable activities

	Charitable activities 2024 £	Charitable activities 2023 £
Direct costs		
Staff costs	227,714	225,026
Depreciation and impairment	5,374	3,853
Other staff costs	12,560	6,877
Events and activities	33,336	45,803
Premises, incl. international	6,412	5,176
Insurance	3,821	3,893
	289,217	290,628
Grant funding of activities (see note 8)	217,076	236,259
Share of support and governance costs (see note 9)		
Support	81,990	109,835
Governance	8,340	7,680
	596,623	644,402
Analysis by fund		
Unrestricted funds	197,019	228,731
Restricted funds	399,604	415,671
	596,623	644,402

8 Grants payable

	Charitable activities 2024 £	Charitable activities 2023 £
Grants to institutions:		
Innovista Ukraine	65,792	50,658
Innovista Ireland	7,932	17,304
Innovista Moldova	61,790	60,746
Ukraine church partners	63,311	72,674
	198,825	201,382
Grants to individuals	18,251	34,877
	217,076	236,259

9 Support costs allocated to activities

	Charitable activities	Total
	2024	2023
	£	£
Consultancy	46,756	72,221
Telephone and IT	25,626	27,736
Bank charges	2,322	2,331
Legal and professional fees	1,585	1,650
Printing, postage and stationery	5,701	5,897
Governance	8,340	7,680
	90,330	117,515
	2024	2023
	£	£
Governance costs comprise:		
Audit fees	5,940	5,620
Accountancy	2,400	2,060
	8,340	7,680

10 Net movement in funds

	2024	2023
	£	£
The net movement in funds is stated after charging/(crediting):		
Fees payable to the charity's auditor:		
• for the audit of the charity's financial statements	5,940	5,620
• for other financial services	2,400	2,060
Depreciation of owned property, plant and equipment	6,946	5,131

11 Trustees

No trustees received any remuneration in the year or were reimbursed any expenses during the year (2023: one trustee was reimbursed £118 for travel expenses).

12 Employees

The average monthly number of employees during the year was:	2024 Number	2023 Number
Generating funds	3	2
Charitable activities	7	7
Total	10	9
	2024	2023
	£	£
Wages and salaries	292,226	273,922
Social security costs	23,886	20,721
Other pension costs	19,758	17,991
	335,870	312,634

There were no employees whose annual remuneration was more than £60,000.

Remuneration of key management personnel

The aggregated remuneration and benefits, including employer's pension and social security contributions, of key management personnel is as follows.	2024	2023
	£	£
Aggregate compensation	138,697	86,473

13 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

14 Other gains or losses

	Unrestricted funds	Unrestricted funds
	2024	2023
	£	£
Foreign exchange gains/(losses)	44	(3,296)

15 Property, plant and equipment

	Office and media equipment £
Cost	
At 1 January 2024	55,167
Additions	1,259
Disposals	(3,977)
At 31 December 2024	52,449
Depreciation and impairment	
At 1 January 2024	33,636
Depreciation charged in the year	6,946
Eliminated in respect of disposals	(3,977)
At 31 December 2024	36,605
Carrying amount	
At 31 December 2024	15,844
At 31 December 2023	21,531

16 Trade and other receivables

	2024 £	2023 £
Amounts falling due within one year:		
Other receivables	7,601	46,473
Prepayments and accrued income	5,277	11,160
	12,878	57,633

17 Current liabilities

	2024 £	2023 £
Other taxation and social security	6,884	6,160
Other payables	7,130	11,058
Accruals and deferred income	9,072	10,467
	23,086	27,685

18 Retirement benefit schemes

	2024 £	2023 £
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	19,758	17,991

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

19 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 January 2024 £	Incoming resources £	Resources expended £	Transfers £	At 31 December 2024 £
Ukraine emergency	145,668	11,043	(160,680)	3,969	-
Eurasia	62,974	282,831	(201,965)	39,263	183,103
Ireland	-	10,931	(10,931)	-	-
Other staff funds	-	26,304	(26,304)	-	-
Innovista GB	-	11,400	(14,915)	3,515	-
Other restricted funds	5,725	15,066	(10,606)	-	10,185
	214,367	357,575	(425,401)	46,747	193,288

Previous year:	At 1 January 2023 £	Incoming resources £	Resources expended £	Transfers £	At 31 December 2023 £
Ukraine emergency	200,357	122,253	(176,942)	-	145,668
Eurasia	96,078	83,207	(162,846)	46,535	62,974
Ireland	1,036	10,666	(11,702)	-	-
Other staff funds	-	27,806	(27,806)	-	-
Innovista GB	-	12,200	(32,018)	19,818	-
Other restricted funds	12,219	20,640	(27,134)	-	5,725
	309,690	276,772	(438,448)	66,353	214,367

The Ukraine emergency fund was started following the full-scale invasion of Ukraine in February 2022. Funds were used to support Christian leaders in Ukraine, which included the making of grants to churches who were responding to humanitarian needs in their communities.

19 Restricted funds (Continued)

The Eurasia fund is for the support of the charity’s bases in Ukraine and Moldova, and its work in Central Asia. Grants are made from this fund to support that work. As explained in note 22, operations in Ukraine and Moldova are conducted through separate legal entities registered in those countries. The transfer of £39,263 primarily represents monies from unrestricted funds to cover a deficit on restricted funds specifically for Moldova.

The Ireland fund is for the development of the charity’s work in Ireland. Since 1 January 2016, this work has been conducted through a separate legal entity registered in the Republic of Ireland.

Staff funds are donated toward the cost of salaries and other related expenses for named members of staff or for new staff posts.

The Innovista GB fund is for the training of Christian leaders working in areas of multiple deprivation in Great Britain.

Other transfers from unrestricted funds have been made in the year to cover any deficits in any of the restricted funds.

20 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 January 2024	Incoming resources	Resources expended	Transfers	Gains and losses	At 31 December 2024
	£	£	£	£	£	£
General funds	57,261	347,204	(300,208)	(46,747)	44	57,554

Previous year:	At 1 January 2023	Incoming resources	Resources expended	Transfers	Gains and losses	At 31 December 2023
	£	£	£	£	£	£
General funds	115,336	325,994	(314,420)	(66,353)	(3,296)	57,261

21 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total
	2024	2024	2024
At 31 December 2024:	£	£	£
Property, plant and equipment	15,203	641	15,844
Current assets/(liabilities)	42,351	192,647	234,998
	57,554	193,288	250,842

21 Analysis of net assets between funds (Continued)

	Unrestricted funds	Restricted funds	Total
	2023	2023	2023
At 31 December 2023:	£	£	£
Property, plant and equipment	20,351	1,180	21,531
Current assets/(liabilities)	36,910	213,187	250,097
	57,261	214,367	271,628

22 Related party transactions

The charitable activities carried out in Ukraine are conducted through a separate charitable legal entity registered in Ukraine. The entity’s finances are separate from those of Innovista International, although their operations are regularly monitored to ensure they continue to comply with the aims and objectives of Innovista International. Innovista International made grants of £65,792 (2023: £50,658) to Innovista Ukraine in the year.

The charitable activities carried out in Ireland are conducted through a separate charitable legal entity registered in the Republic of Ireland. That entity’s finances are separate from those of Innovista International, although their operations are regularly monitored to ensure they continue to comply with the aims and objectives of Innovista International. Innovista International made grants of £7,932 (2023: £17,304) to Innovista Ireland in the year.

The charitable activities carried out in Moldova are conducted through a separate charitable legal entity registered in Moldova. That entity’s finances are separate from those of Innovista International, although their operations are regularly monitored to ensure they continue to comply with the aims and objectives of Innovista International. Innovista International made grants of £61,790 (2023: £60,746) to Innovista Moldova in the year.

Rachel Lane, spouse of International Director Jason Lane, received £660 (2023: £220) for the provision of coaching services during the year.

23 Cash generated from/(absorbed by) operations

	2024	2023
	£	£
Deficit for the year	(20,830)	(150,102)
Adjustments for:		
Investment income recognised in statement of financial activities	(2,654)	(3,635)
Foreign exchange differences	44	(3,296)
Depreciation and impairment of property, plant and equipment	6,946	5,131
Movements in working capital:		
Decrease/(increase) in trade and other receivables	44,755	(29,373)
(Decrease) in trade and other payables	(4,599)	(2,691)
Cash generated from/(absorbed by) operations	23,662	(183,966)

24 Analysis of changes in net funds

The charity had no material debt during the year.

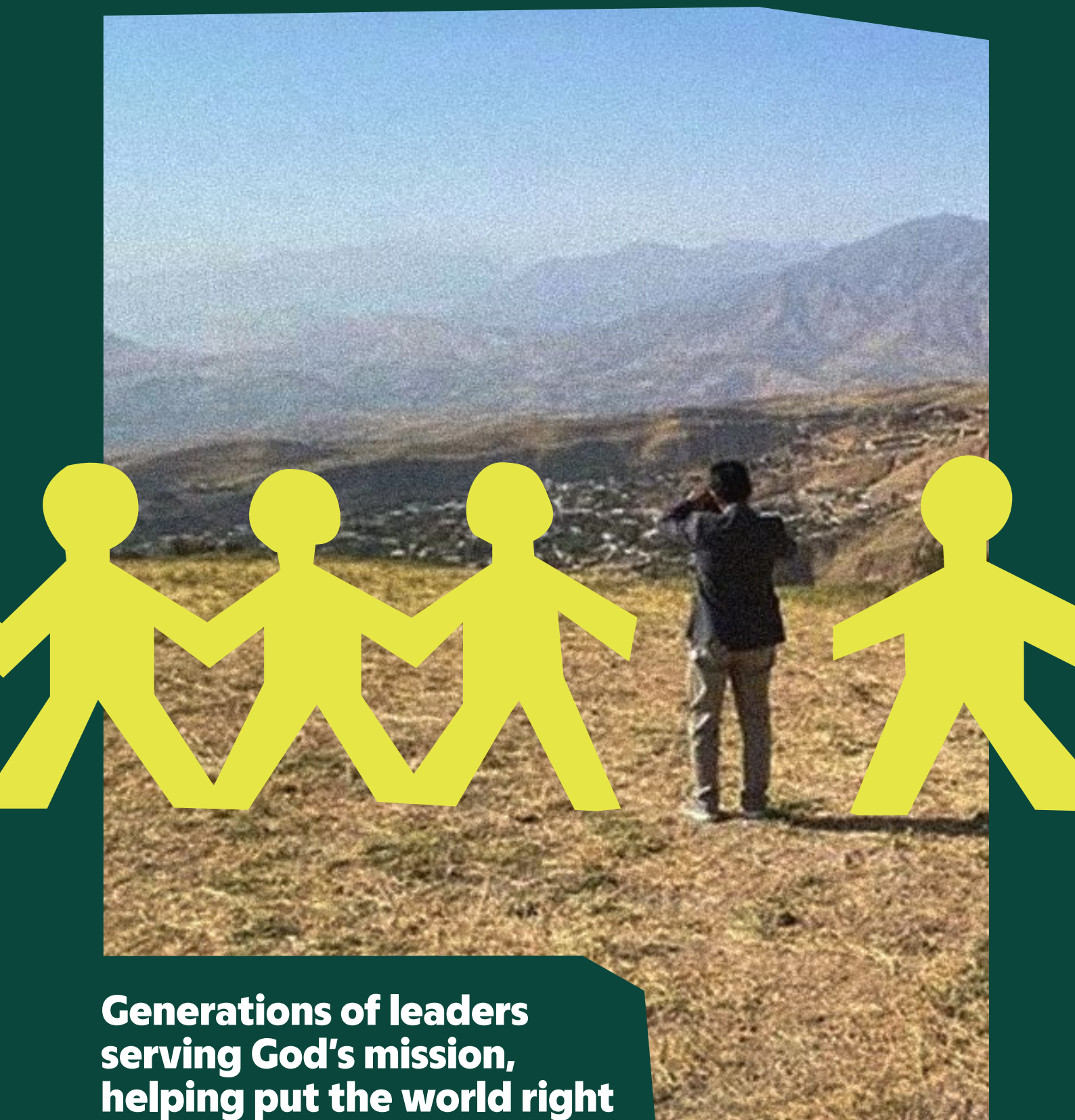
25 Non-audit services provided by auditor

In common with many businesses of our size and nature we use our auditor to assist with the preparation of the financial statements.

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Front page: With your support, Raisa, Marina and Sergiu are helping vulnerable elderly people in Moldova whose family members have left town to find work elsewhere



**Generations of leaders
serving God's mission,
helping put the world right**

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by guarantee no.
05371169

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