



**Equipping
Pastors**
WORLDWIDE

Company Registration Number: 05741613

Charity Registration Number: 1127503

Annual Report and Financial Statements

For the year ended 31 March 2025

Tandem Accounting
Chartered Accountants
17 Heathville Road
London N19 3AL

	Page
Legal and administrative information	2
Annual Report of the Trustees	3
Independent Examiner's report to the Trustees	8
Statement of financial activities	9
Balance sheet	10
Notes to the financial statements	11

Legal & Administrative Information
For the year ended 31 March 2025

Charity Name	Equipping Pastors Worldwide																				
Charity Registration no.	1127503. The Charity was registered with the Charity Commission on 13 January 2009 as a charitable company.																				
Company Registration no.	05741613																				
Registered Office	Equipping Pastors Worldwide Ltd, Unit 41, Berkeley House, Hunts Rise, South Marston Park, Swindon, SN3 4TG																				
Governing Document	Memorandum and Articles of Association dated 22 August 2008 as amended on 9 March 2024																				
Objects	To advance the Christian faith for the benefit of the public by, but not limited to, the publishing, selling and distribution of Christian literature and other religious articles. (Since the incorporation of Pastor Training International into the charity in 2023, this has expanded to include provision of in-country training for pastors)																				
Trustees	<p>The Trustees who served during the year and who were serving at the date of this report were:</p> <table><tr><td>Mr Richard Gray</td><td>Chairman</td></tr><tr><td>Mr Stefan Cantore</td><td>Vice Chairman</td></tr><tr><td>Rev Robin Asgher</td><td></td></tr><tr><td>Mr Christopher Embleton-Smith</td><td></td></tr><tr><td>Mr Jonathan Pountney</td><td></td></tr><tr><td>Rev Maybin Kabwe</td><td></td></tr><tr><td>Rev Olawale Akinrogunde</td><td></td></tr><tr><td>Ms Eleanor Trotter</td><td>(Resigned 18 September 2025)</td></tr><tr><td>Rev Kenneth Brownell</td><td></td></tr></table>			Mr Richard Gray	Chairman	Mr Stefan Cantore	Vice Chairman	Rev Robin Asgher		Mr Christopher Embleton-Smith		Mr Jonathan Pountney		Rev Maybin Kabwe		Rev Olawale Akinrogunde		Ms Eleanor Trotter	(Resigned 18 September 2025)	Rev Kenneth Brownell	
Mr Richard Gray	Chairman																				
Mr Stefan Cantore	Vice Chairman																				
Rev Robin Asgher																					
Mr Christopher Embleton-Smith																					
Mr Jonathan Pountney																					
Rev Maybin Kabwe																					
Rev Olawale Akinrogunde																					
Ms Eleanor Trotter	(Resigned 18 September 2025)																				
Rev Kenneth Brownell																					
Key Management Personnel	Trustees have delegated the day-to-day planning, directing, controlling, running and operating of the Charity, to the Executive Committee, comprised of members of staff and volunteers who are the senior management personnel.																				
Executive Committee	<table><tr><td>Mr Adrian Jones</td><td>(Interim Director, until 30 September 2025)</td></tr><tr><td>Mr Michael Taylor</td><td></td></tr><tr><td>Mr David Holdt</td><td>(Director, from 1 October 2025)</td></tr><tr><td>Mr Matthys Storm</td><td>(Resigned 2 May 2024)</td></tr><tr><td>Rev Mervyn Neal</td><td></td></tr><tr><td>Rev Gerald Tanner</td><td></td></tr><tr><td>Mr Stefan Cantore</td><td>(Appointed 6 January 2025)</td></tr><tr><td>David Bhadreshwar</td><td>(Appointed 17 September 2025)</td></tr></table>			Mr Adrian Jones	(Interim Director, until 30 September 2025)	Mr Michael Taylor		Mr David Holdt	(Director, from 1 October 2025)	Mr Matthys Storm	(Resigned 2 May 2024)	Rev Mervyn Neal		Rev Gerald Tanner		Mr Stefan Cantore	(Appointed 6 January 2025)	David Bhadreshwar	(Appointed 17 September 2025)		
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Rev Mervyn Neal																					
Rev Gerald Tanner																					
Mr Stefan Cantore	(Appointed 6 January 2025)																				
David Bhadreshwar	(Appointed 17 September 2025)																				
Bankers	Lloyds Bank plc, 1 Queens Square Wolverhampton PO Box 1000 BX1 1LT																				
Independent Examiner	John Helm ACA Tandem Accounting Limited 17 Heathville Road London N19 3AL																				

**Annual Report of the Trustees
For the year ended 31 March 2025**

The Trustees submit their annual report and the financial statements of Equipping Pastors Worldwide Ltd (“the Charity”) for the year ended 31 March 2025. The financial statements have been prepared in the format prescribed by the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP2019 (FRS102)). The legal and administrative information set out earlier in this document forms part of this report.

1. Structure, Governance & Management

1.1. Trustees

The Trustees met four times this year to discuss a full range of matters relating to strategy, project work, recruitment, finance and general administration.

The induction process for any individual newly appointed to the board of Trustees comprises an initial meeting with the Chair of trustees and the Director including the receipt of copies of:

- the Articles of Association;
- the most recent financial statements; and
- the Charity Commission’s guidance ‘The Essential Trustee’.

1.2. Executive Committee

The Executive Committee executes the Charity’s strategic plan on behalf of the Trustees. Formal meetings of the full group are ad hoc with the majority of implementation decision-making and actions delegated to a sub-group comprising the Director, Head of Operations, Head of Training, and the Head of Resourcing and Partnerships (with the Fundraising and Communications Executive also joining the meetings). Stefan Cantore joined the group at the start of the year in his capacity as co-ordinator of EPW’s Strategy Review and remains on the Committee to support implementation of this and to lead on governance and risk management.

The Director is appointed by the board of Trustees to chair the Executive Committee and is directly answerable to them.

1.3 Risk Management

The Trustees acknowledge that they have a responsibility for the identification and proper management of risks faced by the Charity in achieving its primary aims. The Trustees have therefore assessed the major risks to which the Charity is exposed in a ‘Risk Register’, in particular those relating to the specific operational areas of the Charity and its finances. The Trustees believe that by monitoring reserve levels, by developing controls over key financial systems, and by having the operational risks faced by the Charity reviewed, they have established systems and procedures to mitigate those risks.

2. Activities and Public Benefit

The Charity is dedicated to advancing the Christian faith by training and resourcing church leaders in the majority world who often have minimal theological or biblical training and are beset by lack of resource. Training is focused on developing pastors’ understanding of the Bible and skill in expository preaching. Books donated to the Charity in the UK, or purchased at preferential rates from publishers, are sent overseas to supplement libraries or direct to individual pastors who request them (sometimes via one of Charity’s distribution hubs in key locations). As part of its activity, EPW is actively involved in the translation and publication of key books which we distribute and use in training.

3. Achievements and Performance

Following last year’s focus on the administrative merger of CBW and PTI to form EPW, a key activity undertaken during the year was a review of EPW’s strategy and activities to assess how best to direct resources and effort during the next 5 years. The outcomes of this review are still being worked through in terms of how they will be delivered, but our vision to “equip majority world pastors to accurately preach the good news of the Lord Jesus Christ” was re-confirmed, along with our mission to “enable the provision of Bible preaching resources and impactful training to Pastors in the majority world who currently lack access to them”. To support implementation of this, the decision was taken to appoint a paid full-time Head of Resourcing & Partnerships. This was achieved in June 2025, with the appointee starting in mid-September 2025.

Operationally, the focus during the year was on ongoing integration of EPW’s training, book distribution and translation/publishing activities.

**Annual Report of the Trustees
For the year ended 31 March 2025**

Training activities have been significantly expanded, with new training courses started in both existing and new countries on top of continuation of ongoing courses. For the majority of training, six modules are now delivered at regular six-monthly intervals over a three-year period. Rather than running separate “Train the Trainer” courses, which was assessed as being expensive and not very effective, we are now involving a small number of key local individuals in our training delivery to get them to a position where they can eventually run future training courses without outside involvement.

In our role as publisher, we have started to develop the Pray Prepare Preach (PPP) series of books. Several of the titles are key books used in our training, and we have started a programme of translation into relevant languages to support this. Two new titles were added to the series during the year, with others in the pipeline. Going forward, the plan is to actively market these books to western churches and mission organisations to provide additional income for EPW.

We have continued to send a range of new and second-hand books to majority world pastors requesting our support. Some local distribution has been handled by our hubs, and, due to the lower costs involved, we are seeking to expand the number of locations where we can supply books in bulk for onward distribution.

We have continued to invest in our hubs in Lagos (Nigeria) and Zomba (Malawi) and have transitioned management of our hub in India from Chennai to Madurai, although book distribution is still handled from Chennai; additionally, we have incorporated activities in Sri Lanka into this hub. During the year, Uganda (where we have been active through training activities for many years) was formally recognised as a hub, providing training and book distribution from several locations. Work has begun on setting up a hub in South Africa, working with a local charity and individuals who will take on delivery of EPW’s training and book distribution for the southern part of Africa.

4. Going Concern Review

Each year it is the Trustees’ responsibility to state whether or not the annual accounts have been drawn up on a going concern basis (see the accounting policy note on page 11). Going concern is the assumption that an entity, in this case the Charity, has the resources (financial or otherwise) needed to continue operating for the foreseeable future.

It is the Trustees’ view that reserves and ongoing income are sufficient to maintain the ongoing operations of the Charity.

5. Financial Review

Funding for the Charity comes from donations from a combination of trusts and foundations, churches and individuals.

5.1 Financial Activity and Financial Position

The Statement of Financial Activities and Balance Sheet can be found on pages 9 and 10 respectively.

The balance sheet shows the Charity’s reserves decreased by £31,387 during the year, with net assets falling to £268,341 in 2025 (2024: £299,728). This decrease was almost entirely due to a reduction in value of our book stocks resulting from distribution of a disproportionate number of our more expensive books and a re-assessment (reduction) of the value of remaining books in our stock.

Total income in the year decreased by £112,355 from £489,446 to £377,09. There was a large (£89,419) fall in grant income compared to 2024 because the 2024 figure included a one-off £130,031 “grant” of income received from PTI. This was actually money received into the PTI account following the merger from a variety of donors and included a £97,000 legacy. Recorded donations fell by £68,557, largely because of a £42,671 fall in the value of book donations received (entirely due to the reassessment of sale value mentioned above). Cash donations fell by £25,885 due partly to a couple of major donors no longer being in a position to give.

Despite an increase in training activities adding £16,076 to our costs, and expansion of hub activities adding £5,932, overall costs (£408,478) were £25,334 lower than last year. Key savings were a reduction in payroll costs (£23,975) – non-replacement of the Executive Director, partly offset by recruitment of fundraising and communications assistant – and a reduction in IT and communications support costs (£30,137).

**Annual Report of the Trustees
For the year ended 31 March 2025**

Included in total funds are amounts totalling £90,645 (2024: £63,498) which are restricted. These monies have either been raised for, and their use restricted to, specific purposes, or they comprise grants subject to grantor-imposed conditions. Full details of these restricted funds can be found in note 8 to the accounts together with an analysis of movements in the year.

5.2 Reserves Policy

The Trustees have examined the requirements for free reserves, i.e. those unrestricted funds not invested in tangible fixed assets. The Trustees consider that, given the nature of the Charity's funding, free reserves should be equivalent to between 3 and 6 months' worth of budgeted expenditure in order to provide sufficient flexibility to cover temporary shortfalls in income and allow the Charity to cope and respond to unforeseen emergencies whilst specific action plans are implemented. At 31 March 2025 the Charity had net free reserves of £124,223 (2024: £157,589) as follows:

	2025 £	2024 £
Total reserves	268,341	299,728
Less: fixed assets	(9,344)	-
Less: stock	(44,129)	(78,641)
Less: restricted funds	(90,645)	(63,498)
Free reserves	124,223	157,589
Free reserves requirement:		
3 month's budgeted expenditure	96,000	60,000
6 month's budgeted expenditure	192,000	120,000

Despite falling £33,366 during the year (in line with expectations), at £124,223 end year free reserves remained within the increased target range agreed during the year.

6. Plans for Future Periods

Looking forward, under the leadership of our new Director and Head of Resourcing & Partnerships, we will be exploring new and more cost-effective ways of delivering our mission. This is expected to include formally partnering with organisations which are already active in the countries where we want to develop our activities and employing new tools to extend our reach and effectiveness. In the latter respect, we have recently launched a pilot audio-book project using proven delivery technology but employing AI to support cost-effective production of quality audiobooks in local languages.

A key constraint on development of the Charity's activities continues to be a lack of financial resources to deliver everything we believe the Lord is calling us to do. Unless we see a significant growth in income, we will have to put on hold or slow down implementation of a lot of activities we have planned. To avoid having to do this, we are putting additional effort into fundraising activities, including activities designed to increase general awareness of EPW, expansion of our search for suitable grant-giving bodies outside the UK, and a specific initiative to promote EPW in the USA, which has the potential for generating significant additional income. Whilst investment in a new Head of Resourcing & Partnerships is an additional cost, we expect his work to play a key part in increasing income as well as ensuring our activities are delivered in a cost-effective manner.

As finances allow, we plan to continue expanding the number of training courses delivered, expand and actively market the PPP series of books, translate these and other key books into more languages, and expand the volume of books we are able to put into the hands of local pastors and seminaries. To achieve the latter objective may require re-shaping of our book distribution operations, including sending out more books in bulk for local onward distribution, and printing of more books in places where they will be used.

**Annual Report of the Trustees
For the year ended 31 March 2025**

7. Responsibilities of Trustees for the Financial Statements

The Trustees are responsible for preparing the report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice. Charity law in England and Wales requires the Trustees to prepare financial statements for each financial period which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources of the Charity for that period.

In preparing those financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of the Charity and enables them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the governing document. The Trustees are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The Trustees are responsible for the maintenance and integrity of the Charity and financial information included in the Charity's website.

8. Approval

The report of the Trustees was approved by the Trustees on 18 December 2025 and signed on their behalf by:



Richard Gray
Chairman

**Report of the Independent Examiner to the
Trustees of Equipping Pastors Worldwide Ltd**

I report on the accounts of the Equipping Pastors Worldwide Ltd for the year ended 31 March 2025, set out on pages 9 to 16.

This report is made solely to the Trustees in accordance with section 145 of the Charities Act 2011 ("the Act"). My independent examination has been undertaken so that I might state to the Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by the law, I do not accept responsibility to anyone other than the Trust and the Trustees for my independent examination, for this report, or the opinions I have formed.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINER

The Trustees consider that an audit is not required for this period (under section 144(2) of the Act) and that an independent examination is needed.

It is my responsibility to:

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

BASIS OF INDEPENDENT EXAMINER'S STATEMENT

My examination was carried out in accordance with General Directions given by the Charity Commissioners. 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 the Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the accounts.

INDEPENDENT EXAMINER'S STATEMENT

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.



John Helm ACA

18 December 2025

Equipping Pastors Worldwide

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



	Note	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total 2025 £	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total 2024 £
Income from:	2						
Donations and legacies		203,795	144,528	348,323	303,471	166,030	469,501
Other trading activities		1,677	18,320	19,997	10,029	6,500	16,529
Other		8,771	-	8,771	3,416	-	3,416
Total Income		214,243	162,848	377,091	316,916	172,530	489,446
Expenditure on:	3						
Raising funds		2,755	-	2,755	2,599	-	2,599
Charitable activities		270,022	135,701	405,723	248,228	182,985	431,213
Total Expenditure		272,777	135,701	408,478	250,827	182,985	433,812
Net (expenditure) / income before tax		(58,534)	27,147	(31,387)	66,089	(10,455)	55,634
Tax payable	4	-	-	-	-	-	-
Net (expenditure) / income after tax		(58,534)	27,147	(31,387)	66,089	(10,455)	55,634
Net movement in funds		(58,534)	27,147	(31,387)	66,089	(10,455)	55,634
Total funds brought forward		236,230	63,498	299,728	170,141	73,953	244,094
Total funds carried forward		177,696	90,645	268,341	236,230	63,498	299,728

Balance Sheet
At 31 March 2025

	Note	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total 2025 £	Total 2024 £
Fixed Assets					
Tangible Assets	5	9,344	-	9,344	-
		9,344	0	9,344	0
Current Assets					
Stock		44,129	-	44,129	78,641
Debtors	6	13,309	-	13,309	8,560
Cash At Bank And In Hand		117,092	90,645	207,737	230,708
		174,530	90,645	265,175	317,909
Creditors - Amounts Falling Due Within One Year	7	6,178	-	6,178	18,181
Net Current Assets		168,352	90,645	258,997	299,728
Net Assets		177,696	90,645	268,341	299,728
Represented By:					
Restricted Funds	8	-	90,645	90,645	63,498
Unrestricted Income Funds		177,696	-	177,696	236,230
Total Funds		177,696	90,645	268,341	299,728

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime as set out in Part 15 of the Companies Act 2006. The company is entitled to exemption from audit under section 477 of the Companies Act 2006 for the year ended 31 March 2025 and no notice requiring an audit has been deposited under section 476.

The Trustees acknowledge their responsibilities for:

- ensuring that the company keeps accounting records which comply with section 386 of the Companies Act 2006
- preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of each financial period and of its profit or loss for the financial period 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 is applicable to the company.

The financial statements were approved by the Trustees on 18th December 2025 and signed on their behalf by:



Richard Gray
Chairman

1. Accounting Policies

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

Basis of accounting

The financial statements have been prepared in accordance with the Charities Statement of Recommended Practice (Charities SORP (FRS 102)) and Financial Reporting Standard 102 (FRS 102) and the Charities Act 2011. The financial statements are drawn up on the historical cost basis of accounting with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these financial statements.

The Charity meets the definition of a public benefit entity under FRS 102.

Going Concern

There are no material uncertainties about the Charity's ability to continue as a going concern and accordingly the accounts have been drawn up on a going concern basis.

Income recognition

Voluntary income and donations (including legacies) are accounted for once the Charity has entitlement to the income, it is probable the income will be received, and the amount of income receivable can be reliably measured. Income from the recovery of tax on gift aided donations is accounted for in the period to which the relevant donation is received. Grant income is recognised on a receivable basis.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the bank.

Expenditure recognition

Expenditure is accrued as soon as a liability is considered probable, and the amount of obligation can be measured reliably. Longer term liabilities are discounted to present value. The Charity is not registered for VAT and accordingly expenditure includes VAT where appropriate.

Expenditure included in Raising Funds includes amounts incurred in obtaining grants and other donations.

Charitable expenditure includes those costs in fulfilling the Charity's principal objects, as outlined in the Report of the Trustees. Charitable expenditure includes governance costs which comprise all costs involving the public accountability of the Charity and its compliance with regulation and good practice. These costs include costs related to the independent examination and legal fees. Rentals under operating leases are charged as incurred over the term of the lease.

Tangible Fixed Assets

The cost of equipment, less any expected residual value, is depreciated on a straight-line basis over the effective useful life of the asset, which has been estimated as four years.

Motor vehicles are recognized as tangible fixed assets and recorded at cost, including purchase price, non-refundable taxes, and directly attributable costs necessary for bringing the vehicle to its intended use. Motor vehicles are depreciated on a straight-line basis over their expected useful life, which has been estimated as five years. Routine maintenance and repair costs are expensed as incurred, while major improvements or modifications that extend the vehicle's useful life are capitalized.

Stock

Stock of books is valued at the lower of cost and net realisable value.

Debtors

Debtors are included at the settlement amount due. Prepayments are valued at the amount prepaid.

1. Accounting Policies (continued)

Cash at bank and in hand

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

Creditors and provisions

Creditors and provisions are recognised where the Charity has a present obligation arising 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. Creditors and provisions are recognised at their settlement amount.

Fund accounting

The funds held by the Charity are either:

- Unrestricted general funds - these are funds which can be used in accordance with the charitable objects at the discretion of the Trustees.
- Restricted funds - these are funds that can only be used for particular restricted purposes within the objects of the Charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

2. Income

	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total 2025 £	Total 2024 £
Donations & legacies				
Donations	114,431	47,316	161,747	230,304
Gift Aid	18,955	-	18,955	15,266
Legacies	33,109	-	33,109	-
Grants	37,300	97,212	134,512	223,931
	<u>203,795</u>	<u>144,528</u>	<u>348,323</u>	<u>469,501</u>
Other trading income				
Sale of books	1,677	18,320	19,997	16,529
Investment income				
Bank Interest	8,771	-	8,771	3,416
	<u>214,243</u>	<u>162,848</u>	<u>377,091</u>	<u>489,446</u>

3. Expenditure

3a. Expenditure on Raising Funds

	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total 2025 £	Total 2024 £
Advertising & Conferences	<u>2,755</u>	<u>-</u>	<u>2,755</u>	<u>2,599</u>

**Notes to the Financial Statements
For the year ended 31 March 2025**
3. Expenditure (continued)
3b. Expenditure on Charitable Activities

	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total 2025 £	Total 2024 £
Direct charitable costs				
Book development translation, publishing, printing	1,163	3,267	4,430	21,309
Book purchases, storage & distribution	89,054	70,128	159,182	131,428
Charitable Donations (see note 3c below)	-	13,000	13,000	11,000
Conference Costs	37,769	41,703	79,472	63,396
Communications	11,478	-	11,478	18,432
Personnel (see note 3d below)	103,676	6,500	110,176	160,563
Office, administration & support	24,962	1,103	26,065	22,001
Governance costs				
Independent examination	1,920	-	1,920	3,084
	270,022	135,701	405,723	431,213

3c. Charitable Donations

Included within expenditure are the following gifts to organisations:

	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total 2025 £	Total 2024 £
Education – Serbia	-	13,000	13,000	11,000

3d. Personnel

Included within expenditure on personnel are the following salaried costs in respect of 4 employees (2024: 6):

	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total 2025 £	Total 2024 £
Gross salaries	94,334	6,500	100,834	121,175
Employer's National Insurance	4,805	-	4,805	7,462
Pension contributions	4,537	-	4,537	5,400
	103,676	6,500	110,176	134,037
Of which the following was paid in respect of key management personnel.	83,809	6,500	90,309	120,751

Two trustees received reimbursement of expenses totalling £395 during the year (2024: £167) relating to travel and equipment. No employees (2024: none) earned in excess of £60,000.

4. Taxation

As a charity, Equipping Pastors Worldwide Ltd is exempt from tax on income and gains falling within the provisions of the Corporation Taxes Act 2010 or the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen on the Charity.

5. Tangible Fixed Assets

	Office Equipment £
Cost	
At 1 April 2024	460
Additions	11,041
Disposals	-
	<hr/>
At 31 March 2025	11,501
	<hr/>
Depreciation	
At 1 April 2024	460
Charge For Year	1,697
Disposals	-
	<hr/>
At 31 March 2025	2,157
	<hr/>
Net Book Value	
At 31 March 2025	9,344
	<hr/>
At 31 March 2024	0
	<hr/>

All of the fixed assets are used for charitable purposes.

6. Debtors

	2025 £	2024 £
Gift Aid recoverable	4,382	2,797
Prepayments	4,987	4,323
Other debtors	3,940	1,440
	<hr/>	<hr/>
	13,309	8,560
	<hr/>	<hr/>

7. Creditors – Amounts Falling Due Within One Year

	2025 £	2024 £
Accruals	1,800	1,560
Other creditors	4,378	16,621
	<hr/>	<hr/>
	6,178	18,181
	<hr/>	<hr/>

Notes to the Financial Statements
For the year ended 31 March 2025
8. Restricted Funds
8a Current year

	At 1 April 2024 £	Income £	Expenditure £	Transfers £	At 31 March 2025 £
Conference (Training the Trainers)	13,421	8,000	(5,371)	-	16,050
Conferences	1,002	5,000	(5,973)	-	29
Francophone Work	5,740	-	(1,320)	-	4,420
Ghana	637	2,000	(2,087)	-	550
Malawi	0	20,810	(20,096)	-	714
Mozambique	12	5,900	(545)	-	5,367
Myanmar Appeal	500	-	(500)	-	0
Nepal/ Pakistan/ India/ Myanmar	3,283	17,450	(16,391)	-	4,342
Nigeria/ Myanmar	0	13,080	(12,928)	-	152
PPP Publications	12,994	6,134	(4,134)	-	14,994
Serbia	0	13,000	(13,000)	-	0
Shipping/ Delivery	37	23,786	(19,438)	-	4,385
Silas Trust Translations	84	6,000	(4,418)	-	1,666
Staff	4,630	6,545	(6,500)	-	4,675
Translation works	15,610	7,569	(2,007)	-	21,172
Uganda	15	14,362	(14,377)	-	0
Ukraine	747	-	-	-	747
Zambia	4,786	13,212	(6,616)	-	11,382
	63,498	162,848	(135,701)	0	90,645

8b Prior year

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 2024 £
Conference (Training the Trainers)	27,089	-	(13,668)	-	13,421
Conferences	0	5,000	(3,998)	-	1,002
Consultant	13,782	-	(13,782)	-	0
Dino Moga	0	3,000	(3,000)	-	0
Francophone Work	0	5,740	-	-	5,740
Ghana	0	4,600	(3,963)	-	637
Malawi	1,017	12,510	(13,527)	-	0
Mozambique	125	575	(688)	-	12
Myanmar Appeal	500	-	-	-	500
Nepal/ Pakistan/ India/ Myanmar	7,195	27,714	(31,626)	-	3,283
Nigeria/ Myanmar	1,056	10,101	(11,157)	-	0
PPP Publications	0	14,605	(1,611)	-	12,994
Serbia	0	11,000	(11,000)	-	0
Shipping/ Delivery	0	17,750	(17,713)	-	37
Silas Trust Translations	0	5,581	(5,497)	-	84
Staff	232	22,152	(17,754)	-	4,630
Translation works	20,810	2,550	(7,750)	-	15,610
Uganda	0	19,630	(19,615)	-	15
Ukraine	747	-	-	-	747
Zambia	1,400	10,022	(6,636)	-	4,786
	73,953	172,530	(182,985)	0	63,498

8. Restricted Funds (continued)

Descriptions of the restricted funds are as follows:

- **Conference (Training the Trainers)** – relates to training local individuals to become trainers themselves, enabling them to provide theological education and resources within their own regions training activities.
- **Conferences** – relates to conferences which provide in-country training to help pastors study and teach the Bible held in various countries.
- **Consultant** – relates to funds towards engagement of an Editorial & Mission Consultant.
- **Dino Moga** – related to printing, translation and new printer in Romania.
- **Francophone Work** – relates to work carried out in French - speaking countries.
- **Ghana** – related to training activities in this country
- **Malawi** – relates to the construction of storage and office facilities in Zomba.
- **Mozambique** – related to training activities in this country.
- **Myanmar Appeal** – relates to fundraising efforts in response to the crisis within the country.
- **Nepal/ Pakistan/ India/ Myanmar** – related to training activities in these countries.
- **Nigeria/ Myanmar** – relates to humanitarian aid for pastors and churches suffering political oppression.
- **PPP Publications** – relates to publishing of a series of accessible guides on expository preaching, designed to support pastors and Bible teachers, especially in under-resourced regions of the Majority World.
- **Serbia** – relates to 2 beneficiaries in Serbia; one engages in translation work, the other providing resources for a Bible College.
- **Shipping/delivery** – relates to despatching individual boxes overseas by Royal Mail.
- **Silas Trust Translation works** – relates to 7 translation projects in various countries sponsored by supporters.
- **Staff** – relates to funds towards 2 members of staff.
- **Uganda** – related to training activities in this country.
- **Ukraine** – relates to humanitarian aid in Ukraine.
- **Zambia** – related to training activities in this country.

9. Related Party Transactions

The aggregate total amount of donations by Trustees to the Charity during the year was £4,447 (2024: £3,297).