

Registered number: 06448783
Charity number: 1128650

JOBSEVE SPORTS AND SOCIAL CLUB
(A Company Limited by Guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

JOBSEERVE SPORTS AND SOCIAL CLUB
(A Company Limited by Guarantee)

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JOBSERVE SPORTS AND SOCIAL CLUB
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REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITABLE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 30 JUNE 2025

Trustees	R A Cowling C Taylor J Dalton C Haines
Company registered number	06448783
Charity registered number	1128650
Registered office	Aspire House Tower Business Park Kelvedon Road Tiptree Colchester CO5 0LX
Company secretary	R A Cowling

JOBSEERVE SPORTS AND SOCIAL CLUB
(A Company Limited by Guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 30 JUNE 2025

The Trustees present their annual report together with the financial statements of the Jobserve Sports and Social club for the year ended 30 June 2025. The Annual Report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual Report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Charitable Company qualifies as small under section 382 of the Companies Act 2006, the Strategic Report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Structure, governance and management

a. Constitution

The Charitable Company limited by guarantee and was set up by a Memorandum of Association on 10/12/2007.

The Charitable Company is constituted under a Memorandum of Association dated 10/12/2007 and is a registered charity number 1128650.

The charitable objects are to provide sporting facilities for the local community and to encourage participation in a number of different sporting activities.

b. Method of appointment or election of Trustees

The management of the charitable company is the responsibility of the Trustees who are elected and co-opted under the terms of the Articles of Association.

c. Organisational structure and decision making

The board of trustees administer the charity. The board meets on a regular basis to discuss the running of the Charitable Company.

Objectives and activities

a. Policies and objectives

The charitable company's objectives are to provide sporting and social opportunities for all members of the local community that requires them.

Public Benefit

Our activities provide quality sporting and social opportunities for all members of the local community that require them. The charity provides a multi-sport facility to promote the development of meaningful sporting and social skills. During the period when planning the activities of the Charitable Company, the Trustees have read and paid due regard to the Charity Commission's guidance on public benefit.

JOBSERVE SPORTS AND SOCIAL CLUB
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025

Achievements and performance

a. Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charitable Company has adequate resources and support from JobServe Limited to continue in operational existence for the foreseeable future. For this reason they continue to adopt the going concern basis in preparing the financial statements.

b. Review of activities

The main facilities of JobServe Sports and Social Club are based at Warriors' Rest, Maypole Road, Tiptree. The site consists of a clubhouse, bowling green, football pitches and a covered multi-use games area.

The following clubs are currently in residence at the site:

Tiptree JobServe Bowls Club (formerly Anchor Press Bowls Club)
Tiptree JobServe FC (a merger of The Sportsman's Football Club, Tiptree Minors Football Club 3 Tiptree Heath Football Club)
Warriors' Rest Clay Pidgeon Club

During the year all three clubs have developed their memberships and continue to attract participants in their respective sports.

Financial review

a. Reserves policy

It is the trustees aim to hold unrestricted funds equivalent to 6 months expenditure. However due to the initial high startup costs incurred in the first trading period, the charity is currently in a deficit. It is hoped that these will be mitigated in forthcoming periods.

Restricted funds are made up of unexpended grant income which is recognised against the proportion of depreciation on the asset to which the grant relates.

b. Deficit

During the period of operation, the club has generated surplus, however, this has not had a significant impact on the accumulated fund balance at the year end. Fortunately for the charity, it has the support of JobServe Limited and has received interest free loans which have allowed it to fund this deficit. In future periods it is expected that the club will generate sufficient subscriptions, donations, and sponsorship to at least break even.

Plans for the future

a. Future developments

Continuing from year ended 30 June 2024 the Charitable Company will apply for a number of sources of grant funding, as well as receiving sponsorship and donations from local businesses with the aim of surviving these challenging times.

JOBSEVE SPORTS AND SOCIAL CLUB
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the Charitable Company for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charitable Company and of its incoming resources and application of resources, including its income and expenditure, 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 of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) 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 Charitable Company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charitable Company's transactions and disclose with reasonable accuracy at any time the financial position of the Charitable Company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Small companies note

In preparing this report, the Trustee has taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

Approved by order of the members of the board of Trustees and signed on their behalf by:


R A Cowling
Trustee

Date: 12 March 2026

JOBserve SPORTS AND SOCIAL CLUB
(A Company Limited by Guarantee)

INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 30 JUNE 2025

Independent Examiner's Report to the Trustees of Jobserve Sports and Social Club ('the Charitable Company')

I report to the Trustees (who are also Directors for the purpose of company law) on my examination of the accounts of Jobserve Sports and Social Club (the "Charitable Company") for the year ended 30 June 2025 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

Responsibilities and Basis of Report

As the Trustees of the Charitable Company (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

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

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the financial statements present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

JOBSERVE SPORTS AND SOCIAL CLUB
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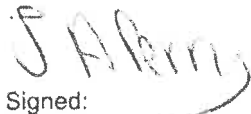
INDEPENDENT EXAMINER'S REPORT (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025

Independent Examiner's Statement

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

1. accounting records were not kept in respect of the Charitable Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.


Signed:

Dated: 18 March 2026

John Perry FCA

Scrutton Bland Limited
Fitzroy House
Crown Street
Ipswich
Suffolk
IP1 3LG

JOBSERVE SPORTS AND SOCIAL CLUB
(A Company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 30 JUNE 2025

	Note	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income from:				
Charitable activities	3	90,484	90,484	80,532
Total income		90,484	90,484	80,532
Expenditure on:				
Raising funds		15,349	15,349	17,492
Charitable activities	4	64,427	64,427	75,702
Total expenditure		79,776	79,776	93,194
Net movement in funds		10,708	10,708	(12,662)
Reconciliation of funds:				
Total funds brought forward		(262,712)	(262,712)	(250,050)
Net movement in funds		10,708	10,708	(12,662)
Total funds carried forward		(252,004)	(252,004)	(262,712)

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 10 to 18 form part of these financial statements.

JOBSERVE SPORTS AND SOCIAL CLUB
(A Company Limited by Guarantee)
REGISTERED NUMBER: 06448783

BALANCE SHEET
AS AT 30 JUNE 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	7	-	463
		-	463
Current assets			
Stocks	8	1,529	1,197
Debtors	9	4,130	1,811
Cash at bank and in hand		22,289	17,201
		27,948	20,209
Current liabilities			
Creditors: amounts falling due within one year	10	(279,952)	(283,384)
Net current liabilities		(252,004)	(263,175)
Total assets less current liabilities		(252,004)	(262,712)
Total net assets		(252,004)	(262,712)
Charity funds			
Unrestricted funds	12	(252,004)	(262,712)
Total funds		(252,004)	(262,712)

JOBSERVE SPORTS AND SOCIAL CLUB
(A Company Limited by Guarantee)
REGISTERED NUMBER: 06448783

BALANCE SHEET (CONTINUED)
AS AT 30 JUNE 2025

The Charitable Company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

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



R A Cowling
Trustee

Date: 12 March 2026

The notes on pages 10 to 18 form part of these financial statements.

JOBserve SPORTS AND SOCIAL CLUB
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

1. General information

Jobserve Sports and Social Club is a Charitable Company limited by guarantee, incorporated in England and Wales, registered company number 06448783 and registered charity number 1128650. The address of the registered office is Aspire House, Tower Business Park, Kelvedon Road, Tiptree, Colchester, CO5 0LX.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities : Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Second Edition) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and the UK Generally Accepted Practice as it applies from 1 January 2019.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to prove a 'true and fair' view. This departure has involved following Accounting and Reporting by Charities : Statement of Recommended Practice applicable to Charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102) (Second Edition) rather than the Accounting and Reporting by Charities : Statement of Recommended Practice effective from 1 April 2005 which has been withdrawn.

The financial statements have been prepared under the historical cost convention.

The Charitable Company constitutes a public benefit entity as defined by FRS 102.

The financial statements include all transactions, assets and liabilities for which the charity is responsible for by law.

The Charitable Company's functional and presentational currency is GBP.

The financial statements are rounded to the nearest £1 and are prepared in sterling.

2.2 Statement of cash flows

The financial statements do not include a Statement of Cash Flows because the charity, as a small reporting entity, is exempt from the requirement to prepare such a statement under section 7 of the Charities SORP.

2.3 Going concern

At the time of approving the accounts, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The Charitable Company has received confirmation from JobServe Limited, the ultimate parent undertaking, that this amount will not be recalled until the Company has sufficient funds to repay it. The Company is reliant on financial support from JobServe Limited. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the accounts.

JOBserve SPORTS AND SOCIAL CLUB
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

2. Accounting policies (continued)

2.4 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustee in furtherance of the general objectives of the company and which have not been designated for other purposes.

Expenditure on raising funds includes all expenditure incurred by the Charitable Company to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charitable Company's objectives, as well as any associated support costs.

2.5 Taxation

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

2.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Equipment	-	25% straight line
Long-term leasehold property	-	25% straight line

JOBSEVE SPORTS AND SOCIAL CLUB
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

2. Accounting policies (continued)

2.7 Incoming resources

All incoming resources are included in the statement of financial activities when the Charitable Company has entitlement to the funds, certainty of receipt and the amount can be measured with sufficient reliability.

Donated services or facilities, which comprise donated services, are included in income at a valuation which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. No income is recognised where there is no financial cost borne by a third party.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

2.8 Resources expended

Expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

Support costs are those costs incurred directly in support of expenditure on the objects of the company and include project management carried out at Headquarters.

2.9 Stock

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

2.10 Financial instruments

The Charitable Company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

JOBSERVE SPORTS AND SOCIAL CLUB
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

3. Income from charitable activities

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Grants	2,816	2,816	-
Football and bowls	66,112	66,112	56,480
Bar and other income	21,556	21,556	24,052
	<u>90,484</u>	<u>90,484</u>	<u>80,532</u>

4. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2025 £	Total 2025 £	Total 2024 £
Sports expenses	36,074	36,074	46,362
Bar	9,876	9,876	9,801
Depreciation	463	463	1,912
Rent, rates and utilities	5,821	5,821	5,359
Insurance	1,023	1,023	974
Repairs and maintenance	7,721	7,721	7,654
Legal	34	34	13
Accountancy	3,288	3,288	3,483
Sundry expenses	127	127	144
	<u>64,427</u>	<u>64,427</u>	<u>75,702</u>

JOBSERVE SPORTS AND SOCIAL CLUB
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

5. Analysis of expenditure by activities

	Activities undertaken directly 2025 £	Support costs 2025 £	Total funds 2025 £	Total funds 2024 £
Sports expenses	36,074	-	36,074	46,362
Bar	9,876	-	9,876	9,801
Depreciation	-	463	463	1,912
Rent, rates and utilities	-	5,821	5,821	5,359
Insurance	-	1,023	1,023	974
Repairs and maintenance	-	7,721	7,721	7,654
Legal	-	34	34	13
Accountancy	-	3,288	3,288	3,483
Sundry expenses	-	127	127	144
	<u>45,950</u>	<u>18,477</u>	<u>64,427</u>	<u>75,702</u>

6. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2024 - £NIL).

During the year ended 30 June 2025, no Trustee expenses have been incurred (2024 - £NIL).

JOBserve SPORTS AND SOCIAL CLUB
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025**

7. Tangible fixed assets

	Long-term leasehold property £	Plant and machinery £	Total £
Cost			
At 1 July 2024	193,710	12,099	205,809
At 30 June 2025	193,710	12,099	205,809
Depreciation			
At 1 July 2024	193,247	12,099	205,346
Charge for the year	463	-	463
At 30 June 2025	193,710	12,099	205,809
Net book value			
At 30 June 2025	-	-	-
At 30 June 2024	463	-	463

8. Stocks

	2025 £	2024 £
Goods held for resale	1,529	1,197

9. Debtors

	2025 £	2024 £
Amounts due from related parties	3,405	-
Other debtors	725	1,811
	4,130	1,811

Amounts due from related parties are interest free and repayable on demand. The related party is a company controlled by one of the Trustees.

JOBSERVE SPORTS AND SOCIAL CLUB
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

10. Creditors: Amounts falling due within one year

	2025	2024
	£	£
Trade creditors	2,183	1,265
Amounts owed to related parties	265,514	263,914
Other creditors	2,839	2,839
Accruals and deferred income	9,416	15,366
	279,952	283,384

Amounts due to related parties are interest free and repayable on demand. The related party is a company controlled by one of the Trustees.

11. Financial instruments

	2025	2024
	£	£
Financial assets		
Financial assets measured at amortised cost	26,419	19,012
	2025	2024
	£	£
Financial liabilities		
Financial liabilities measured at amortised cost	274,837	271,126

Financial assets measured at amortised cost comprise cash at bank and in hand, trade debtors and other debtors.

Financial liabilities measured at amortised cost comprise trade creditors, other creditors, amounts owed to related parties and accruals.

JOBSERVE SPORTS AND SOCIAL CLUB
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

12. Statement of funds

Statement of funds - current year

	Balance at 1 July 2024 £	Income £	Expenditure £	Balance at 30 June 2025 £
Unrestricted funds				
General Funds	(262,712)	90,484	(79,776)	(252,004)

Statement of funds - prior year

	Balance at 1 July 2023 £	Income £	Expenditure £	Balance at 30 June 2024 £
Unrestricted funds				
General Funds	(250,050)	80,532	(93,194)	(262,712)

13. Summary of funds

Summary of funds - current year

	Balance at 1 July 2024 £	Income £	Expenditure £	Balance at 30 June 2025 £
General funds	(262,712)	90,484	(79,776)	(252,004)

Summary of funds - prior year

	Balance at 1 July 2023 £	Income £	Expenditure £	Balance at 30 June 2024 £
General funds	(250,050)	80,532	(93,194)	(262,712)

JOBSERVE SPORTS AND SOCIAL CLUB
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

14. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2025 £	Total funds 2025 £
Current assets	27,948	27,948
Creditors due within one year	(279,952)	(279,952)
Total	(252,004)	(252,004)

Analysis of net assets between funds - prior year

	Unrestricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	463	463
Current assets	20,209	20,209
Creditors due within one year	(283,384)	(283,384)
Total	(262,712)	(262,712)

15. Related party transactions

During the year, Jobserve Limited, a related entity one of the trustees has an interest in incurred expenditure of £8,972 (2024: £6,535) on behalf of the Charitable Company. The Charitable Company received income of £3,893 (2024: £8,733).

At the year end date, the Charitable company owed £260,417 (2024: £258,595) to Jobserve Limited.

During the year, Colchester United Hospitality Limited, a related entity one of the trustees has an interest in incurred expenditure of £792 on behalf of the Charitable Company. At the year end date, £1,692 (2024: £900) was owed to Colchester United Hospitality Limited.

16. Controlling party

The Charitable Company is controlled by its Trustees.

Chairman's Report 2024/25

Introduction

This report identifies the progress made in the development of the JobServe Sports & Social Club during 2024/2025.

Objectives

The objectives of the Charity during that period remain to:

1. Promote community participation in healthy recreation by providing facilities for playing sports ("facilities" means land, buildings equipment and organising sporting activities).
2. Provide and assist in providing facilities for sport, recreation or other leisure time occupation of such persons who have need for such facilities by reason of their youth, age, infirmity or disablement, poverty or social and economic circumstances or for the public at large in the interests of social welfare and with the object of improving their conditions of life.

Financial

Income & Expenditure

The club's continuing aim is to be self-financing. Income is generated from a range of sources, including membership fees, hire of premises, grants, donations and sponsorship.

Where the club fails to be self-financing JobServe Ltd and its parent company, Aspire Media Group Ltd, are committed to providing ongoing financial support for the JSSC.

Membership Fees

When membership fees were set for this period JSSC were mindful of its obligation not to cause exclusion by way of discrimination. Therefore, the fees were always applied in a non-discriminatory manner. The level of fees has only been a part, albeit an important part, of the overall income required to cover costs and fund future developments and growth. No significant increases in membership fees were introduced in 2024/25.

Clay Pigeon Shooting Fees

Similarly, our charges for use of the area licensed for clay pigeon shooting were structured to support the shooting club's desire to retain members, whilst recovering some of the costs involved in providing and maintaining safety measures and access to the site. This was achieved successfully in this period.

Dome Hiring Fees

These remained the same as for the previous period.

Sponsorship

JobServe provide sponsorship to the value of £15 per paid member.

The Clubs

Bowls Club

Following a successful recruitment drive in 2023, a key priority for the 2024/25 season was to retain existing members and to attract even more members into the club. A recruitment campaign, once again involving an Open Weekend, local press and online advertising, along with personal introductions from existing members, resulted in 13 new players joining the club during 2024.

Sincere thanks must go to everyone who had a hand in making this campaign, and the subsequent coaching of 13 new members, such a great success. At the end of the season, the club membership remained stable with 81 players and a further 12 social members. The Club is in good shape to face the challenges of 2025.

In terms of league performance, the club performed very creditably, especially given that players were fielded who had taken up the sport during the season. Tiptree JobServe Bowls Club were winners of the Colchester Borough Bowling Association League Division 2 and runners up in the Sudbury Afternoon League. In terms of individual member performance, Tiptree teams were semi-finalists in both the Triples and the Fours Competitions.

The club also hosted several other County, representative and friendly matches. The club has gained a good reputation throughout the County over the past few years for the quality of its green and its ability to cater for such events, and this will continue to provide useful opportunities for fundraising, as well as raising the profile of the club across Essex.

During the year, the Club refurbished the bar area in the Clubhouse which has vastly improved the area and the enjoyment of users.

Away from the green, the club maintains an active social calendar throughout the year, with the clubhouse and bar open every Friday night throughout the year for members to socialise. Members also enjoyed a Christmas party, presentation evening, quiz nights and bingo nights, with more events planned throughout 2025/26.

The Football Clubs

Youth Section Season

The youth section continues to have healthy membership numbers. Teams run from U7 through to U18, plus a successful 'JobServe Juniors' section that is a pay-and-play session for children aged 3-6 years of age.

The indoor 4G facility remains a core component in attracting new players, as well as providing a safe, sheltered environment for players to train throughout the year. This is particularly useful for younger players and often we can offer extended training sessions during summer months when pitches are not accessible.

1. **Pitch Preparation Fund** – The grant has allowed us to continue works on all playing pitches – re-seeding and fertilisation has improved the pitches, and the FA scored the pitches highly when reviewed as part of the grant process.

2. **FA Accreditation** – the club successfully gained its FA Accredited status. This means that we adhere to the strict guidelines and governance set out by County FA for a better environment, including:
 - All Managers/Assistants DBS Checked
 - All teams with a FA Level 1 Coach
 - All teams with a Manager / Coach that is First Aid trained and achieved the Child Welfare Safeguarding Certificate
 - Club plan and future goals
3. **Fees** – Youth membership is £85 annual membership and then:
 - £4 per game for mini soccer matches
 - £5 per game for 11-a-side matches

The Adult Section

The men's football section continued to thrive, providing a pathway for youth players to transition to adult football. There were four adult teams – two Saturday teams playing at Florence Park, and two Sunday teams playing at Tiptree Sports Centre and Warriors Rest.

The Saturday side consolidated their positions in the Essex & Suffolk Border League in Division One and Two, whilst the Sunday Firsts sides play in the Braintree & North Essex Sunday League. Both the Saturday and Sunday teams contain a large proportion of former youth players.

Warriors Rest Shooting Club

The shooting club have continued to manage their own affairs well and they spend significant time maintaining the shooting area.

The Facilities

The Bowls Green

The bowls club have continued to improve the green and its surrounding area.

The Clubhouse

Due to continuous improvements made to the Clubhouse this enables the Clubhouse to be used all throughout the year and is a major contributor to the club's income.

Appendix.A: Tariffs for the use of the Facilities 2024/25

Membership Fees		
Section		Membership Cost
Social	Senior	£15
	Junior	£8
Bowls	Senior	£75
	Part Year	£40
	Junior	£36
Football	Senior	£50 + £5/game £80+
	Junior — 2 nd Sibling	£5/game £70 + £5/game
	Junior — Half year	£40 + £5/game
	Junior - Training	£40
Note: Junior = Under 18		
Dome Hire Charges		
FULL PITCH HIRE		Hourly Charge
Tiptree JobServe Youth Football & other junior members		£26
Tiptree JobServe Adult Football & other adult members		£39
Non-members		£52
HALF PITCH HIRE		
Tiptree JobServe Youth Football & other junior members		£15
Tiptree JobServe Adults Football & other adult members		£21
Non-members		£30