



ANNUAL REPORT
PERIOD FROM 1 SEPTEMBER 2024 TO 31 AUGUST 2025

**THE JOY FOUNDATION
ANNUAL REPORT
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**Registered charity 1133292
Company limited by guarantee no 6876199**

Trustees	Mr. Jonathan Billingham (Chairman): member of Alive Church Gainsborough, Retired Financial Accountant
	Mr. Mike Farley (resigned 15 July 2025): Community Pastor of The Bridge Church, Lincoln
	Mrs. Cathryn Jones: member of Alive in Lincoln and teacher at The Meadows School, Lincoln
	Mr. Andrew Duncan: member of Alive in Lincoln, Therapeutic Radiographer
	Mrs. Teresa Duncan: member of Alive in Lincoln, Senior Teaching Assistant
	Mrs. Janice Newsome: member of TCM Baptist Church, Lincoln, Retired Teacher (treasurer)
	Mr. Neil Hunter: member of St. George's Church, Lincoln, Freelance Copywriter and Web Designer
Registered office	19 Broughton Gardens Lincoln LN5 8SW
Project Manager	Mr. Andy Housam 11 Cherry Tree Close North Hykeham Lincoln LN6 8PS andy.housam@joyfoundation.org.uk 01522 822853
Staff	Project Manager: Mr. Andy Housam Schools worker: Mrs. Helen Pennington Administrator: Mrs. Clare Moore
Banker	Lloyds TSB High Street Lincoln (309505) Branch

Bank correspondence address:
Lloyds TSB
PO Box 1000
Andover
BX1 1LT

Website www.joyfoundation.org.uk

Supporting Churches St. George's Parish Church, Swallowbeck, Lincoln
Swallowbeck Methodist Church, Lincoln
Thomas Cooper Memorial Baptist Church, Lincoln
The Bridge Church, Lincoln
Withamside United Parish (Bassingham, Thurlby, Norton Disney, Aubourn, Carlton le Moorland, Stapleford)
St. Peter in Eastgate Parish Church, Lincoln
St. Columba's Church, Lincoln
Alive Church, North Hykeham
Alive Church, Lincoln
Arise Church, Lincoln
Immanuel Evangelical Church, Lincoln
St. Michael's Church, Waddington, Lincoln
Cliff Villages Christian Fellowship, Navenby
Monks Road Methodist Church, Lincoln

Structure, Governance and Management

The Joy Foundation is a company limited by guarantee, incorporated on 14 April 2009, with Articles of Association dated 6 April 2009 based on the Charity Commission model articles for charitable companies under the Companies Act 2006. It is also a registered charity and is registered for Gift Aid with HMRC.

Current trustees represent supporting churches as noted above. The trustees meet quarterly for regular meetings and those meetings are attended by the Project Manager and Administrator. Extra meetings of trustees or sub-groups of trustees are arranged as required. An Annual General Meeting is held each Spring at which trustees are re-elected as required. New trustees are recruited, usually from supporting churches, and appointed by the trustees during the year if appropriate. New trustees are given an explanation of their responsibilities and role.

Day to day management is carried out by the Project Manager, who meets regularly with other staff for supervision and training. Pastoral support for the Project Manager is provided by Alan Hoare.

Financial Review

The financial statements (produced as a separate document) comply with statutory requirements.

The Charity is supported financially by a combination of payments received as below

- Regular plus occasional "ad hoc" payments received from individual donors
- Regular plus occasional "ad hoc" payments received from supporting Churches
- Fundraising such as a Christmas quiz, badge selling, card selling and summer socials
- Grant funds received from other Charities, Companies or Churches
- Contract work by the Project Manager taking lessons in local schools
- Donations from schools for Collective Worship provision
- Gift Aid tax relief in respect of regular and "ad hoc" payments received from personal donors

The year end Accounts show no fund is materially in deficit. The majority of the Charity's money is held as working capital in a standard Charity bank account in order to meet ongoing running costs of which the major factor is salary and associated "on costs" of tax and National Insurance contributions. Apart from the working capital, a separate fund is also held in a Reserve account intended to meet the Charity's calculation as to its ongoing potential liability to meet redundancy costs for its employees should the Charity cease to operate.

At 31 August 2025, the Charity bank account stood at £5,474.39 (2024: £10,150.23) and the Reserve account stood at £36,990.23 (2024: £36,651.00). During the year, the Charity returned a loss of £6,224.57 (2024: £1,939.53 surplus) resulting in a balance sheet standing at £45,293.91 (2024: £51,518.48). No funds are held as custodian trustee on behalf of others.

Reserves Policy

The aim of the charity is to hold reserves to cover 3 months' running costs and redundancy costs. This would currently be £34,800. This should allow the Trustees time to take the necessary corrective action to gain funding should current income sources dry up. The amount currently in the reserve account is £36,990.

Public Benefit Statement

The Trustees consider that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

Objectives and Activities

The Objects as stated in the Articles are as follows:

"To act as a resource for young people up to the age of 18 living in Lincolnshire (the area of benefit) by providing advice and assistance and organising programmes of physical, educational and other activities as a means of:

- a) advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;
- b) advancing education;
- c) advancing the Christian religion;
- d) providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons."

In order to further those objects, The Joy Foundation works in schools in and around the Lincoln area, leading collective worship, running clubs and teaching lessons. The Joy Foundation also leads children's workshops, gives staff training and has representatives serving on school governing bodies.

Achievements and Performance

The Joy Foundation has supported local children in a variety of ways in schools. These are the schools where The Joy Foundation has been active over the year:

Bassingham Primary School
Brant Broughton Church of England & Methodist Primary School
Branston Infant School
Coleby Church of England Primary School
Fiskerton Church of England Primary School
Lincoln, Bishop King Church of England Community Primary School
Lincoln, Bracebridge Infant and Nursery School
Lincoln, Leslie Manser Primary School
Lincoln, Manor Leas Infant School
Lincoln, St. Faith's Infant School
Lincoln, St. Giles Academy
Lincoln, St. Peter at Gowts Church of England Primary School
Lincoln, St. Peter in Eastgate Church of England Infant School
Lincoln, The Meadows Primary School
Navenby Church of England Primary School
North Hykeham, All Saints Church of England Primary School
North Hykeham, Fosse Way Academy
North Hykeham, Ling Moor Academy
North Hykeham, Manor Farm Academy

Saxilby Church of England Primary School
South Hykeham Community Primary School
Waddington Redwood Primary School
Welbourn Church of England Primary School
Witham St. Hughs Academy

Project Manager's Report 2025

The Joy Foundation has again served local primary-aged schools in the Lincoln area by helping children to flourish. Around 6000 children have been helped in the 24 schools that The Joy Foundation has supported. All these schools have received regular and ongoing support and most have now been receiving this for over 10 years continuously.

The Joy Foundation has now established itself as a leading provider for Collective Worship in the Lincoln area, with many schools indicating that this provision is a key part of their school life. Schools have commented that the spiritual, moral and cultural challenges that The Joy Foundation brings enrich and enhance the values development that they are seeking to promote.

The Joy Foundation has led around 300 individual Collective Worship through the two Schoolworkers, all of which have been Bible-based and in line with school value and Collective Worship programmes. Individual mentoring has been provided to two schools, meaning that many children have received the emotional support that they have required. After-school clubs have also been provided to two schools. One of these is a Challenge Club which looks at physical, practical and personal challenges. The other is a Fun Club for younger children, giving them an introduction to the Bible in an interactive fashion.

The Joy Foundation has also further established support for Collective Worship Councils. Four schools have been supported in this way and these have helped the children become lead ambassadors for Collective Worship in their own schools. These children have flourished through their involvement and helped other children in the school explore Biblical values.

Other one-off support for schools has also been provided, such as at Harvest Festivals and input into Governor Bodies.

The whole package of this support has meant that The Joy Foundation has continued to play a key role in school life, providing high quality input that has encouraged both children and staff.

Andy Housam
The Joy Foundation Project Manager

Chairman's Remarks 2025

The Joy Foundation has continued to serve a growing number of primary schools in Lincoln and the surrounding area. This includes the provision of Collective Worship, mentoring, lessons, supporting school councils, and providing extra-curricular activities. These are delivered with outstanding competence and proficiency by our schools' workers, Andy and Helen, who are expertly supported by our administrator, Clare. Testimonials from our partner schools, which can now be seen and heard in the video on the Joy Foundation website, attest to the respect and admiration they have for the work of the Foundation. The Trustees are hugely grateful to all the team for their ongoing commitment to and pursuit of the values of the Foundation itself.

Funding continues to present an ongoing challenge with grant sources coming under increasing pressure to provide funds to charities. Nevertheless, we end the year once again in a good position, with donations from churches, schools and individuals increasing in the year. We are very grateful to all those who continue to support us financially as well as in your prayers and words of encouragement. A personal highlight for me was when I joined Andy on a sponsored walk which circumambulated the whole of the city of Lincoln. We walked 23 miles, one for each of the schools served by The Joy Foundation and raised over £600.

I have thoroughly enjoyed my first full year as chairman of The Joy Foundation and look forward to continuing to work with the team and the trustees in their efforts to help the children of Lincoln and the surrounding villages to flourish.

Jonathan Billingham
Chair of Trustees

THE JOY FOUNDATION

FINANCIAL STATEMENTS FOR THE 12 MONTHS TO 31ST AUGUST 2025

TRUSTEES ANNUAL REPORT

Trustees' responsibilities

Charity law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year (unless the charity is entitled to prepare accounts on the alternative receipts and payments basis). In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any 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 the financial position of the charity and which enable them to ascertain the financial position of the charity and which enable them to ensure that the financial statements comply with applicable law and regulations. They 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.

Internal control and risk management

The Trustees continue to monitor the major risks to which the charity is exposed and to keep under review the adequacy of the systems which they believe are adequate and appropriate to the size of the charity and the nature of its operations.

Signed on behalf of the Trustees

Signed.....

Mrs Janice Newsome
Treasurer

Dated

13th Jan 2026

THE JOY FOUNDATION

FINANCIAL STATEMENTS FOR THE 12 MONTHS TO 31ST AUGUST 2025

INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS

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

Responsibilities and basis of report

As the charity's trustees of the Company (who are also the directors of the company for the purposes of company law), you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

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

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 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
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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

16/12/25

Susan Miller ACMA
66 Westcliffe Street
Lincoln
LN1 3TZ

THE JOY FOUNDATION

**INCOME AND EXPENDITURE ACCOUNT
FOR THE 12 MONTHS TO 31ST AUGUST 2025**

NOTE

INCOME	2025 Unrestricted £	2025 Restricted £	2025 Total £	2024 Unrestricted £	2024 Restricted £	2024 Total £
Bank Interest	339.23		339.23	458.77		458.77
Grant Funding	3,100.00	1,300.00	4,400.00	4,000.00	700.00	4,700.00
Regular Personal Donations	15,638.00		15,638.00	13,876.00		13,876.00
Regular Church Donations	3,636.00		3,636.00	3,486.00		3,486.00
Occasional Personal Donations	1,585.00		1,585.00	1,673.00		1,673.00
Occasional Church Donations	5,717.90		5,717.90	8,985.91		8,985.91
Occasional Donations (Anonymous)	-		-	107.73		107.73
Occasional Donations (Groups & Organisations)	-		-	500.00		500.00
School contract work	6,315.29		6,315.29	12,824.76		12,824.76
School donations	1,685.00		1,685.00	4,220.00		4,220.00
Gift Aid receipts	2,994.29		2,994.29	2,397.25		2,397.25
Fundraising	3,485.47		3,485.47	1,954.00		1,954.00
TOTAL INCOME	44,496.18	1,300.00	45,796.18	54,483.42	700.00	55,183.42
EXPENSES						
Employees						
Salaries	40,399.29	800.00	41,199.29	40,727.45	700.00	41,427.45
Tax/NI contributions	5,012.93		5,012.93	5,753.77		5,753.77
Pension	2,168.17		2,168.17	2,223.67		2,223.67
Total Employees	47,580.39	800.00	48,380.39	48,704.89	700.00	49,404.89
Administration						
Travel costs	1,738.11		1,738.11	1,630.75		1,630.75
Accountant	360.00		360.00	350.00		350.00
DBS Clearance	16.00		16.00	48.00		48.00
Office equipment	50.97	94.49	145.46	403.31		403.31
Stationery and Printing	128.37		128.37	177.12		177.12
Insurance	614.70		614.70	559.82		559.82
Training	350.00		350.00	600.00		600.00
Other	287.72		287.72	70.00		70.00
Total Administration	3,545.87	94.49	3,640.36	3,839.00	-	3,839.00
TOTAL EXPENSES	51,126.26	894.49	52,020.75	52,543.89	700.00	53,243.89
SURPLUS/(LOSS) resources for year	- 6,630.08	405.51	- 6,224.57	1,939.53	-	1,939.53
Balance brought forward	51,518.48	-	51,518.48	49,578.95	-	49,578.95
Balance carried forward	44,888.40	405.51	45,293.91	51,518.48	-	51,518.48

BALANCE SHEET AS AT 31ST AUGUST 2025

	<u>NOTE</u>	31/08/2025	31/08/2024
<u>Fixed Assets</u>		£ -	£ -
<u>Current Assets</u>			
Current account bank balance		£ 5,474.39	£ 10,150.23
Reserve account bank balance (Redundancy contingency)		£ 36,990.23	£ 36,651.00
Total Cash and Bank Accounts		£ 42,464.62	£ 46,801.23
<u>Debtors</u>			
Schools contract work invoiced/outstanding		£ 770.00	£ 2,370.00
School donations invoiced/outstanding		£ 175.00	£ 300.00
HMRC Gift aid earned to 31/8/25 but not yet received		£ 2,994.29	£ 2,397.25
Total debtor assets	6	£ 3,939.29	£ 5,067.25
<u>Creditors</u>			
Creditors amount falling due within 1 year	7	£ 360.00	£ 350.00
Liability	8	£ 750.00	
<u>TOTAL CURRENT ASSETS</u>		£ 45,293.91	£ 51,518.48
Creditors amount falling due after more than 1 year		£ -	£ -
TOTAL NET ASSETS (LIABILITIES)		£ 45,293.91	£ 51,518.48
<u>Company Capital and Reserves</u>			
Issued Share Capital		£ -	£ -
Accumulated Surplus(or Loss)		£ 45,293.91	£ 51,518.48
TOTAL Shareholders' Funds		£ 45,293.91	£ 51,518.48

For the year ending 31/08/2025 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

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

The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts,

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS102 SORP

Mrs Janice Newsome
Treasurer

Signed: 

Date: 13th January 2026.

Mr Jonathan Billingham
Chairman of the Trustees and Director

Signed: 

Date: 13/1/26

THE JOY FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR 12 MONTHS TO 31ST AUGUST 2025

1 Accounting Basis

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The accounts have been prepared in accordance with:

the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014

and with

the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102)

and with

- and with the Charities Act 2011.

2 Recognition of income

These are included in the Income and Expenditure when:

- the charity becomes entitled to the resources;
- it is more likely than not that the trustees will receive the resources;
- the monetary value can be measured with sufficient reliability.

3 Offsetting

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

4 Volunteer Help

The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.

5 Staff Costs

During the 12 months there were 3 members of paid staff

Total staff costs 2025 £48,380 2024 £49,405

Average number of full-time equivalent staff during the year 1.45 (2024 1.5)

No redundancy payments made during the reporting period.

6 Debtors

	2025	2024
School Contracts	770.00	2,370.00
School Donations	175.00	300.00
Gift Aid	2,994.29	2,397.25

7 Creditor

	2025	2024
Independent Review	360	350

8 Liability

	2025	2024
Invoices for 25/26 paid by schools	750	0

THE JOY FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE 12 MONTHS TO 31ST AUGUST 2025

9 Trustees remuneration and benefits

None of the trustees have been paid any remuneration or received any benefit from an employment with their charity

10 Summary of Grant Income

Grants	Unrestricted £	Restricted £	Total £
Evangelical Trust	1,500.00		1,500.00
Gordon Gray Charity Account	1,600.00		1,600.00
Marsh Charitable Trust		800.00	800.00
North Hykeham Town Council		500.00	500.00
Totals	3,100.00	1,300.00	4,400.00

11 Summary of Fund Movements

Fund Name	Opening Balance	Received	Expenditure	Balance
Restricted				
Core Costs (Salary)	0	800.00	800.00	0
IT laptop and software	0	500.00	94.49	405.51
Totals	0	1,300.00	894.49	405.51

12 Other

Office Equipment includes the purchase of a printer and software.

Salaries are lower due to a decrease in contracted hours for one employee.

Other includes £150 school donation written off was due in 23/24 has not been received.