

# LEAD ACADEMY

England & Wales · Charity number 1136978

## Details

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**Status** Registered

**Legal form** Trust

**Registered** 2010-07-20

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

## Contact

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**Address** 6 Manor Park Drive  
Finchampstead  
Wokingham  
Berkshire  
RG40 4XE

**Phone** 07905613219

**Email** [info@leadacademy.net](mailto:info@leadacademy.net)

**Website** [www.leadacademy.net](http://www.leadacademy.net)

## Activities

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**Objects:** THE OBJECTS OF THE TRUST ARE FOR THE PUBLIC BENEFIT AND ARE TO ADVANCE THE CHRISTIAN FAITH IN ACCORDANCE WITH THE STATEMENT OF BELIEFS APPEARING IN THE SCHEDULE HERETO IN SUCH PARTS OF THE UNITED KINGDOM OR THE WORLD AS THE TRUSTEES MAY FROM TIME TO TIME THINK FIT AND TO FULFIL SUCH OTHER PURPOSES WHICH ARE EXCLUSIVELY CHARITABLE ACCORDING TO THE LAW OF ENGLAND AND WALES AND ARE CONNECTED WITH THE CHARITABLE WORK OF THE TRUST.

**Activities:** Learning communities for churches and residential retreats for senior clergy

## Classification

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- **How:** Other Charitable Activities
- **What:** Religious Activities
- **Who:** The General Public/mankind

## Geography

- **Area of benefit:** THE UNITED KINGDOM OR THE WORLD
- Guernsey
- Jersey
- Northern Ireland
- Scotland

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£72,538	£110,466	-	-
2024-03-31	£103,092	£106,027	-	-
2023-03-31	£170,208	£111,634	-	-
2022-03-31	£124,247	£105,154	-	-
2021-03-31	£85,414	£95,566	-	-

## Trustees

Name	Role	Appointed
<b>Rev Martin Jonathan Williams</b>	Chair	2024-07-04
Gillian Louise Sheail		2020-04-01
JAMES ANTHONY GALLAGHER		
NICK CUTHBERT		
RV CHRISTOPHER JOHN STODDARD		2020-04-01

**LEAD ACADEMY**

England & Wales - Charity number 1136978

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# Accounts

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*Charity registration number*  
**1136978**

# LEAD ACADEMY

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**Accounts for the year ending**

**31 March 2025**



6 Corfield Close  
Finchampstead  
Wokingham, Berks  
RG40 4PA

[www.atsaccountants.com](http://www.atsaccountants.com)

**Independent Examiner's Report to the Trustees of Lead Academy  
Charitable Unincorporated Organisation 1136978**

I report on the accounts of Lead Academy for the year ended 31 March 2025, which comprises the Statement of Financial Activities, the Balance Sheet and the related notes.

**Responsibilities and basis of report**

The charity's trustees are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").


I report in respect of my examination of Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145 (5)b of the Act.

**Independent examiner's statement**

I have completed my examination. I confirm that no material matter has come to my attention in connection with the examination which gives me cause to believe that in any material respect:

- (1) the accounting records were not kept in accordance with section 130 of the Charities Act; and
- (2) the Accounts did not accord with the accounting records;
- (3) the Accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulation 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.

Signed	
Name	Magdalena Shotter on behalf of ATS Accounting and Tax Solutions Ltd
Relevant professional qualification	Fellow of the Institute of Chartered Accountants of England and Wales
Address	ATS Accounting and Tax Solutions Ltd 6 Corfield Close, Finchampstead, Wokingham, Berkshire, RG40 4PA
Date	21 JANUARY 2026

## **LEAD ACADEMY**

### **Lead Academy Trustees Report 2025**

The trustees are pleased to present their annual report together with the financial statements for the year ended 31st March 2025. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's trust deed, the Charities Act 2011 and Accounting and the Charities Statement of Recommended Practice (second edition) and Financial Reporting Standard FRS 102.

#### **Contact details and trustees**

Lead Academy, Charity number 1136878,  
6 Manor Park Drive, Finchampstead, RG40 4XE

The following trustees held office from 1 April 2024 to the date when the report was approved: Nicholas Cuthbert, James Gallagher, Chris Stoddard and Gillian Sheail.

Martin Williams served from July 2024 to the date the report was approved.

Christopher Porter served as a trustee from April to December 2024.

No other person served as a charity trustee or custodian trustee in the financial year in question.

#### **Structure, governance and management**

The charity is constituted through a Declaration of Trust. The trustees are appointed and trained by the existing trustees. Decisions taken by the trustees are implemented by staff, volunteers and trustees. Adam Eakins, Rachel Roberts, Edda Lindner and Chris Stoddard were employed by the organisation.

#### **Financial review**

The donations received decreased from £55000 to £41559 during the year whilst the income from charitable activities decreased from £47704 to £26258. The decrease in charitable activities was mainly due to the delay in appointing a new member of the staff team for a year, which subsequently decreased the opportunity for proactive marketing of Learning Communities. Some key planned partnerships were also delayed, further reducing income from our charitable activities.

Adequate reserves are kept to facilitate an orderly winding up of affairs.

#### **Public benefit statement**

The charity trustees have due regard to the guidance on public benefit published by the Charity Commission, in exercising their powers and duties.

**LEAD ACADEMY**

**Lead Academy Trustees report 2025 (continued)**

**Achievements and performance**

**Objectives and activities**

The purposes of the charity is to advance the Christian faith in the United Kingdom and in such parts of the world that the Trustees might think fit and to fulfil such other purposes which are exclusively charitable in terms of the law of England and Wales and are related to the charitable work of the Trust. This is achieved through training, resourcing and equipping leaders so that churches may become more effective in fulfilling their vision and goals.

**Learning Communities**

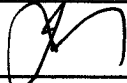
Throughout the last 12 months Lead Academy has continued its core ministry of working with local churches and senior church leadership teams from around the UK. The primary way that this happens is through groups of churches meeting for two days every six months over a 2 year period alongside mentoring of individual church leaders and teams in a variety of churches and denominations during the year.

We have spent time developing relationships with other organisations who work with churches in the UK which we expect to increase our charitable activities in future years. In particular, we have worked closely with two key denominational organisations to develop new Learning Communities as well as continuing work with the Church in Wales, leading Learning Communities for their Newly Licensed Ministers and working with the Baptist Union of Scotland in Learning Communities for their member churches.

Other activities have included individual church leadership consultations and webinars.

We have continued to develop a dedicated team of volunteers who serve in a variety of capacities and particularly support the work through offering coaching and facilitating. There is a committed group of people who offer regular prayer support for the work that we are doing.

Lead Academy continues to be highly valued by those who go through this process which frequently results in churches being able to implement significant change and subsequent growth.

Signature	
Full Name	JAMES ANTHONY GALLAGHER
Date	12/1/26

**LEAD ACADEMY**

**Statement of financial activities for the year ended 31 March 2025**

		2025 £			2024 £
		Total	Unrestricted General funds	Restricted funds	Unrestricted General funds
<b>Incoming resources</b>	<b>Notes</b>				
<b>Income from:</b>					
Donations	2	41559	25000	16559	55000
Charitable activities	3	26258	26258		47704
Interest received		4721	4715	6	388
Total income		<u>72538</u>	<u>55973</u>	<u>16565</u>	<u>103092</u>
<b>Resources expended</b>					
<b>Expenditure on:</b>					
Charitable activities	4	110466	110466		106027
Total expenditure		<u>110466</u>	<u>110466</u>	<u>0</u>	<u>106027</u>
Net movement in funds		-37928	-54493	16565	-2935
<b>Reconciliation of funds</b>					
Total Funds brought forward	9	164430	164430	0	167365
Total funds carried forward		<u>126502</u>	<u>109937</u>	<u>16565</u>	<u>164430</u>

LEAD ACADEMY

Balance sheet as at 31 March 2025

		2025 £	2024 £
	<b>Notes</b>		
<b>Current assets</b>			
Debtors	7	6438	383
Cash at bank and in hand		125290	174180
Total current assets		<u>131728</u>	<u>174563</u>
<b>Current liabilities - falling due within one year</b>			
Creditors: amount falling due within one year	8	5226	10133
Total net current assets/(liabilities)		<u>126502</u>	<u>164430</u>
Total net assets		<u><u>126502</u></u>	<u><u>164430</u></u>
<b>Funds of the charity</b>			
Unrestricted general fund	9	109937	164430
Restricted fund	10	16565	
Total funds		<u><u>126502</u></u>	<u><u>164430</u></u>

Signed by trustee on behalf of charity



Full name: James Anthony Cullacott

12/1/26

Date of approval

## LEAD ACADEMY

### Notes to the Accounts for the year ending 31 March 2025

#### ACCOUNTING POLICIES

##### a) Basis of preparation and assessment of going concern

These accounts have been prepared under the historical cost convention with items recognised at cost of transaction value unless otherwise stated in the relevant notes to the accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice (Accounting and Reporting by Charities), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

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

The Trustees consider that there are no notional uncertainties about the Charity's ability to continue as a going concern. The most significant area of uncertainty is the continued support from donations.

##### b) Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amounts of income receivable can be measured reliably. Donations are included when the Charity becomes entitled to the donations and the value can be reliably measured.

##### c) Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the Charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accrual basis. All expenses are allocated or apportioned to the applicable expenditure heading. Furniture and equipment are capitalised if they can be used for more than one year and cost at least £3000.

##### d) Volunteer Help

The value of volunteer help received is not included in the accounts but is an essential part of the work of the charity.

##### e) Fund Accounting

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the general objects of the charity and which have not been designated for other purposes.

##### f) Pensions

The charity pays contributions to stakeholder schemes on behalf of its staff. These contributions are accounted for in the Statement of Financial Activities when the payments fall due.

## LEAD ACADEMY

### Notes to the Accounts for the year ending 31 March 2025

	2025 £	2025 £	2025 £	2024 £
	Total	Unrestricted General funds	Restricted funds	Unrestricted General funds
<b>2 Voluntary income</b>				
Donations	39862	25000	14862	55000
Gift Aid	1697		1697	
	<u>41559</u>	<u>25000</u>	<u>16559</u>	<u>55000</u>
<b>3 Income from charitable activities</b>				
Membership fees	24113	24113		40462
Consulting income	2145	2145		7242
	<u>26258</u>	<u>26258</u>	<u>0</u>	<u>47704</u>
<b>4 Expenditure on charitable activities</b>				
<b>Included under expenditure on charitable activities:</b>				
<b>Charitable activities</b>				
Facilities	1275	1275		4402
Speaking and facilitating	11281	11281		12420
Advertising and marketing	12595	12595		13087
	<u>25151</u>	<u>25151</u>	<u>0</u>	<u>29909</u>
<b>Support costs</b>				
Accountancy	1143	1143		1175
Independent examination	174	174		168
Office costs	1936	1936		3437
	<u>3253</u>	<u>3253</u>	<u>0</u>	<u>4780</u>
<b>Staff costs</b>				
Salaries	67106	67106		57885
Employers pension contributions	6934	6934		3167
Travel & Subsistence	6760	6760		9305
Staff and trustees welfare	506	506		447
Recruitment				505
Training	756	756		29
	<u>82062</u>	<u>82062</u>	<u>0</u>	<u>71338</u>
Total expenditure on charitable activities	<u>110466</u>	<u>110466</u>	<u>0</u>	<u>106027</u>

## LEAD ACADEMY

### Notes to the Accounts for the year ending 31 March 2025

<b>5 Paid employees</b>	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
<b>Average head count during the year:</b>		
Fundraising		
Charitable activities	1.5	1.5
Governance		
Other		
Total full-time equivalent employees	<u>1.5</u>	<u>1.5</u>
No employees received employee benefits (excluding employer pension costs) for the reporting period of more than £60,000.		
<b>6 Payments to trustees</b>		
Trustee expenses:		
Travel and subsistence for 3 trustees	1986	3996
Other expenses for 1 trustee	4	229
Remuneration for facilitating, speaking and management:		
N Cuthbert	10786	10400
C Stoddard	13887	14111
Pension		
C Stoddard	720	
The remuneration of the trustees are in accordance with the Declaration of trust.		
<b>7 Debtors</b>		
Trade debtors	6197	0
Prepayments	241	383
	<u>6438</u>	<u>383</u>
<b>8 Creditors and accruals</b>		
Prepaid membership and conference fees	800	7113
Creditors	3808	2100
Other creditors	618	920
	<u>5226</u>	<u>10133</u>
<b>9 General fund</b>		
Opening balance	164430	167365
Surplus (Shortfall) per SOFA	-54493	-2935
Closing balance	<u>109937</u>	<u>164430</u>

The General fund is unrestricted and is used in accordance with the objectives of the charity at the discretion of the trustees.

## LEAD ACADEMY

### Notes to the Accounts for the year ending 31 March 2025

#### 10 Restricted fund

Opening balance	0	0
Surplus (Shortfall) per SOFA	16565	0
Closing balance	<u>16565</u>	<u>0</u>

The Restricted funds are donations made to the Bursary fund, to enable churches to be part of a Learning Community despite them not being able to fund themselves fully.

**LEAD ACADEMY**

England & Wales - Charity number 1136978

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# Accounts

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**Charity registration number**  
**1136978**

# **LEAD ACADEMY**

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**Accounts for the year ending**

**31 March 2024**

**ATS**  
CHARTERED  
ACCOUNTANTS

6 Corfield Close  
Finchampstead  
Wokingham, Berks  
RG40 4PA

[www.atsaccountants.com](http://www.atsaccountants.com)

**Independent Examiner's Report to the Trustees of Lead Academy  
Charitable Unincorporated Organisation 1136978**

I report on the accounts of Lead Academy for the year ended 31 March 2024, which comprises the Statement of Financial Activities, the Balance Sheet and the related notes.

**Responsibilities and basis of report**

The charity's trustees are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").


I report in respect of my examination of Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145 (5)b of the Act.

**Independent examiner's statement**

I have completed my examination. I confirm that no material matter has come to my attention in connection with the examination which gives me cause to believe that in any material respect:

- (1) the accounting records were not kept in accordance with section 130 of the Charities Act; and
- (2) the Accounts did not accord with the accounting records;
- (3) the Accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulation 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.

Signed	
Name	Magdalena Shotter on behalf of ATS Accounting and Tax Solutions Ltd
Relevant professional qualification	Fellow of the Institute of Chartered Accountants of England and Wales
Address	ATS Accounting and Tax Solutions Ltd 6 Corfield Close, Finchampstead, Wokingham, Berkshire, RG40 4PA
Date	22 January 2025

## **LEAD ACADEMY**

### **Lead Academy Trustees Report 2024**

The trustees are pleased to present their annual report together with the financial statements for the year ended 31st March 2024. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's trust deed, the Charities Act 2011 and Accounting and the Charities Statement of Recommended Practice (second edition) and Financial Reporting Standard FRS 102.

#### **Contact details and trustees**

Lead Academy, Charity number 1136878,  
6 Manor Park Drive, Finchampstead, RG40 4XE

The following trustees held office during the whole of the period from 1 April 2023 to the date when the report was approved:

Nicholas Cuthbert, James Gallagher, Chris Stoddard and Gillian Sheail.

Christopher Porter served as charity trustee from 1 April 2023 to 31 December 2024.

No other person served as a charity trustee or custodian trustee in the financial year in question.

#### **Structure, governance and management**

The charity is constituted through a Declaration of Trust. The trustees are appointed and trained by the existing trustees. Decisions taken by the trustees are implemented by staff, volunteers and trustees. Rachel Roberts, Edda Lindner and Chris Stoddard were employed by the organisation throughout the year. Martin Williams, Director, resigned in June 2023.

#### **Financial review**

The donations received decreased from £110000 to £55000 during the year whilst the income from charitable activities decreased from £59934 to £47704. The decrease in charitable activities was mainly due to a decrease in churches attending learning communities.

Adequate reserves are kept to facilitate an orderly winding up of affairs.

#### **Public benefit statement**

The charity trustees have due regard to the guidance on public benefit published by the Charity Commission, in exercising their powers and duties.

#### **Objectives and activities**

The purposes of the charity is to advance the Christian faith in the United Kingdom and in such parts of the world that the Trustees might think fit and to fulfil such other purposes which are exclusively charitable in terms of the law of England and Wales and are related to the charitable work of the Trust. This is achieved through training, resourcing and equipping leaders so that churches may become more effective in fulfilling their vision and goals.

**LEAD ACADEMY**

**Lead Academy Trustees report (continued)**

**Achievements and performance**

**Learning Communities**

Throughout the last 12 months Lead Academy has continued its core ministry of working with local churches and senior church leadership teams from around the UK. The primary way that this happens is through groups of churches meeting for two days every six months over a 2 year period alongside mentoring of individual church leaders and teams in a variety of churches and denominations during the year.

We have worked with the Church of England's Myriad team, a lay-led church planting initiative, helping them develop materials, train facilitators and have co-facilitated some of their early learning communities. We have also worked with the Church in Wales, leading Learning Communities for their Newly Licensed Ministers and Ministry Area Teams and worked with the Baptist Union of Scotland in Learning Communities for their member churches.

Lead Academy has continued the Leader2Leader online Learning Community for senior leaders during the year.

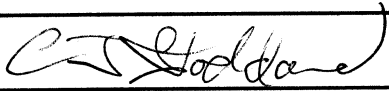
**Other activities**

Other activities have included individual church leadership consultation and taster events. We have pursued potential opportunities to work in partnership with other organisations during this year, although success has been limited.

Significant time has been taken to recruit a new member of staff after the resignation of Martin Williams, Director of Lead Academy, during the year.

We have continued to support a dedicated team of volunteers who serve in a variety of capacities, particularly through offering mentoring and facilitating. There is a committed group of people who offer regular prayer support for the work that we are doing.

Lead Academy continues to be highly valued by those who go through this process which frequently results in churches being able to implement significant change and subsequent growth.

Signature	
Full Name	CHRISTOPHER JOHN STODDARD
Date	21 JANUARY 2025

**LEAD ACADEMY**

**Statement of financial activities for the year ended 31 March 2024**

**Unrestricted General fund**

		<b>2024</b>	<b>2023</b>
		<b>£</b>	<b>£</b>
<b>Incoming resources</b>	<b>Notes</b>		
<b>Income from:</b>			
Donations	2	55000	110000
Charitable activities	3	47704	59934
Interest received		388	274
<b>Total income</b>		<u>103092</u>	<u>170208</u>
<b>Resources expended</b>			
<b>Expenditure on:</b>			
Charitable activities	4	106027	111634
<b>Total expenditure</b>		<u>106027</u>	<u>111634</u>
<b>Net movement in funds</b>		-2935	58574
<b>Reconciliation of funds</b>			
Total Funds brought forward	9	<u>167365</u>	<u>108791</u>
Total funds carried forward		<u>164430</u>	<u>167365</u>

**LEAD ACADEMY**

**Balance sheet as at 31 March 2024**

		2024	2023
		£	£
	<b>Notes</b>		
<b>Current assets</b>			
Debtors	7	383	1629
Cash at bank and in hand		174180	110233
Total current assets		<u>174563</u>	<u>111862</u>
<b>Current liabilities - falling due within one year</b>			
Creditors: amount falling due within one year	8	10133	11949
Total net current assets/(liabilities)		<u>164430</u>	<u>99913</u>
Total net assets		<u><u>164430</u></u>	<u><u>99913</u></u>
<b>Funds of the charity</b>			
Unrestricted general fund	9	164430	167365
Total funds		<u><u>164430</u></u>	<u><u>167365</u></u>

**Signed by trustee on behalf of charity**



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**Full name:**

CHARLES TOMKER JOHN STODDARD

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**Date of approval**

21 JANUARY 2025

## **LEAD ACADEMY**

### **Notes to the Accounts for the year ending 31 March 2024**

#### **ACCOUNTING POLICIES**

##### **a) Basis of preparation and assessment of going concern**

These accounts have been prepared under the historical cost convention with items recognised at cost of transaction value unless otherwise stated in the relevant notes to the accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice (Accounting and Reporting by Charities), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

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

The Trustees consider that there are no notional uncertainties about the Charity's ability to continue as a going concern. The most significant area of uncertainty is the continued support from donations.

##### **b) Income**

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amounts of income receivable can be measured reliably. Donations are included when the Charity becomes entitled to the donations and the value can be reliably measured.

##### **c) Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the Charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accrual basis. All expenses are allocated or apportioned to the applicable expenditure heading. Furniture and equipment are capitalised if they can be used for more than one year and cost at least £3000.

##### **d) Volunteer Help**

The value of volunteer help received is not included in the accounts but is an essential part of the work of the charity.

##### **e) Fund Accounting**

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the general objects of the charity and which have not been designated for other purposes.

##### **f) Pensions**

The charity pays contributions to stakeholder schemes on behalf of its staff. These contributions are accounted for in the Statement of Financial Activities when the payments fall due.

**LEAD ACADEMY****Notes to the Accounts for the year ending 31 March 2024**

	2024	2023
	£	£
<b>2 Voluntary income</b>		
Donations	55000	110000
	<u>55000</u>	<u>110000</u>
<b>3 Income from charitable activities</b>		
Membership fees	40462	25556
Consulting income	7242	34378
	<u>47704</u>	<u>59934</u>
<b>4 Expenditure on charitable activities</b>		
<b>Included under expenditure on charitable activities:</b>		
<b>Charitable activities</b>		
Facilities	4402	2632
Speaking and facilitating	12420	12599
Consultancy fees	0	3540
Website	0	198
Advertising and marketing	13087	1596
Bad debts	0	179
	<u>29909</u>	<u>20744</u>
<b>Support costs</b>		
Accountancy	1175	1184
Independent examination	168	162
Office costs	3437	4356
	<u>4780</u>	<u>5702</u>
<b>Staff costs</b>		
Salaries	57885	70866
Employers national insurance	0	0
Employers pension contributions	3167	4188
Travel & Subsistence	9305	10054
Staff and trustees welfare	447	15
Recruitment	505	
Training	29	65
	<u>71338</u>	<u>85188</u>
<b>Total expenditure on charitable activities</b>	<u>106027</u>	<u>111634</u>

## LEAD ACADEMY

### Notes to the Accounts for the year ending 31 March 2024

<b>5 Paid employees</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
<b>Average head count during the year:</b>		
Fundraising		
Charitable activities	1.5	1.9
Governance		
Other		
Total full-time equivalent employees	<u>1.5</u>	<u>1.9</u>

No employees received employee benefits (excluding employer pension costs) for the reporting period of more than £60,000.

### 6 Payments to trustees

Reimbursement of trustee expenses:		
Travel and subsistence for 5 trustees	3996	3111
Other expenses	229	0
Remuneration for facilitating, speaking and management:		
N Cuthbert	10400	9678
C Stoddard	14111	12576

The remuneration of the trustee is in accordance with the Declaration of trust.

### 7 Debtors

Trade debtors	0	1264
Prepayments	383	365
	<u>383</u>	<u>1629</u>

### 8 Creditors and accruals

Prepaid membership and conference fees	7113	11391
Taxation and social security		
Creditors	2100	
Other creditors	920	558
	<u>10133</u>	<u>11949</u>

### 9 General fund

Opening balance	167365	108791
Surplus (Shortfall) per SOFA	-2935	58574
Closing balance	<u>164430</u>	<u>167365</u>

The General fund is unrestricted and is used in accordance with the objectives of the charity at the discretion of the trustees.

**LEAD ACADEMY**

England & Wales - Charity number 1136978

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# Accounts

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*Charity registration number*  
**1136978**

# **LEAD ACADEMY**

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**Accounts for the year ending**

**31 March 2023**



**6 Corfield Close  
Finchampstead  
Wokingham, Berks  
RG40 4PA**

**[www.atsaccountants.com](http://www.atsaccountants.com)**

**Independent Examiner's Report to the Trustees of Lead Academy  
Charitable Unincorporated Organisation 1136978**

I report on the accounts of Lead Academy for the year ended 31 March 2023, which comprises the Statement of Financial Activities, the Balance Sheet and the related notes.

**Responsibilities and basis of report**

The charity's trustees are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").


I report in respect of my examination of Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145 (5)b of the Act.

**Independent examiner's statement**

I have completed my examination. I confirm that no material matter has come to my attention in connection with the examination which gives me cause to believe that in any material respect:

- (1) the accounting records were not kept in accordance with section 130 of the Charities Act; and
- (2) the Accounts did not accord with the accounting records;
- (3) the Accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulation 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.

Signed	
Name	Magdalena Shotter on behalf of ATS Accounting and Tax Solutions Ltd
Relevant professional qualification	Fellow of the Institute of Chartered Accountants of England and Wales
Address	ATS Accounting and Tax Solutions Ltd 6 Corfield Close, Finchampstead, Wokingham, Berkshire, RG40 4PA
Date	21 December 2023

## **LEAD ACADEMY**

### **Lead Academy Trustees report 2023**

The trustees are pleased to present their annual report together with the financial statements for the year ended 31st March 2023. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's trust deed, the Charities Act 2011 and Accounting and the Charities Statement of Recommended Practice (second edition) and Financial Reporting Standard FRS 102.

### **Contact details and trustees**

Lead Academy, Charity number 1136878,  
6 Manor Park Drive, Finchampstead, RG40 4XE

The following trustees held office during the whole of the period from 1 April 2022 to the date when the report was approved:

Nicholas Cuthbert, Christopher Porter, James Gallagher, Chris Stoddard and Gillian Sheail.

No other person served as a charity trustee or custodian trustee in the financial year in question.

### **Structure, governance and management**

The charity is constituted through a Declaration of Trust. The trustees are appointed and trained by the existing trustees. Decisions taken by the trustees are implemented by staff, volunteers and trustees. Martin Williams, Rachel Roberts, Edda Lindner and Chris Stoddard were employed by the organisation.

### **Financial review**

The donations received increased from £52500 to £110000 during the year whilst the income from charitable activities decreased from £71747 to £59934. The decrease in charitable activities was mainly due to a decrease in new learning community membership fees post Covid.

Adequate reserves are kept to facilitate an orderly winding up of affairs.

### **Public benefit statement**

The charity trustees have due regard to the guidance on public benefit published by the Charity Commission, in exercising their powers and duties.

### **Objectives and activities**

The purposes of the charity is to advance the Christian faith in the United Kingdom and in such parts of the world that the Trustees might think fit and to fulfil such other purposes which are exclusively charitable in terms of the law of England and Wales and are related to the charitable work of the Trust. This is achieved through training, resourcing and equipping leaders so that churches may become more effective in fulfilling their vision and goals.

**LEAD ACADEMY**

**Lead Academy Trustees report (continued)**

**Achievements and performance**

**Learning Communities**

Throughout the last 12 months Lead Academy has continued its core ministry of working with local churches and senior church leadership teams from around the UK. The primary way that this happens is through groups of churches meeting for two days every six months over a 2 year period alongside mentoring of individual church leaders and teams in a variety of churches and denominations during the year.

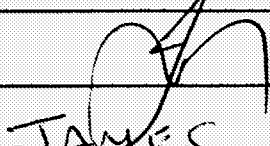
We have also worked closely with Myriad, a lay-led church planting initiative, helping them develop materials, train facilitators and have co-facilitated some of their early learning communities.

Lead Academy has continued the Leader2Leader online Learning Community for senior leaders during the year.

Other activities have included individual church leadership consultations and taster events.

We have grown our dedicated team of volunteers who serve in a variety of capacities and particularly support the work through offering coaching and facilitating. There is a committed group of people who offer regular prayer support for the work that we are doing.

Lead Academy continues to be highly valued by those who go through this process which frequently results in churches being able to implement significant change and subsequent growth.

Signature	
Full Name	JAMES ANTHONY GALAGHER
Date	20/12/23

LEAD ACADEMY

Statement of financial activities for the year ended 31 March 2023

Unrestricted General fund

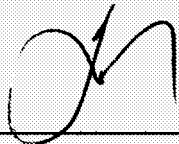
		2023	2022
		£	£
<b>Incoming resources</b>	<b>Notes</b>		
<b>Income from:</b>			
Donations	2	110000	52500
Charitable activities	3	59934	71747
Interest received		274	
Total income		<u>170208</u>	<u>124247</u>
<b>Resources expended</b>			
<b>Expenditure on:</b>			
Charitable activities	4	111634	105154
Total expenditure		<u>111634</u>	<u>105154</u>
Net movement in funds		58574	19093
<b>Reconciliation of funds</b>			
Total Funds brought forward	9	108791	89698
Total funds carried forward		<u>167365</u>	<u>108791</u>

**LEAD ACADEMY**

**Balance sheet as at 31 March 2023**

		<b>2023</b>	<b>2022</b>
		<b>£</b>	<b>£</b>
	<b>Notes</b>		
<b>Current assets</b>			
Debtors	7	1629	7296
Cash at bank and in hand		177685	110233
Total current assets		<u>179314</u>	<u>117529</u>
<b>Current liabilities - falling due within one year</b>			
Creditors: amount falling due within one year	8	11949	8738
Total net current assets/(liabilities)		<u>167365</u>	<u>108791</u>
Total net assets		<u><u>167365</u></u>	<u><u>108791</u></u>
<b>Funds of the charity</b>			
Unrestricted general fund	9	167365	108791
Total funds		<u><u>167365</u></u>	<u><u>108791</u></u>

Signed by trustee on behalf of charity



Full name:

JAMES ANTHONY LAWACETTE

20/12/23

Date of approval

## LEAD ACADEMY

### Notes to the Accounts for the year ending 31 March 2023

#### ACCOUNTING POLICIES

##### a) Basis of preparation and assessment of going concern

These accounts have been prepared under the historical cost convention with items recognised at cost of transaction value unless otherwise stated in the relevant notes to the accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice (Accounting and Reporting by Charities), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

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

The Trustees consider that there are no notional uncertainties about the Charity's ability to continue as a going concern. The most significant area of uncertainty is the continued support from donations.

##### b) Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amounts of income receivable can be measured reliably. Donations are included when the Charity becomes entitled to the donations and the value can be reliably measured.

##### c) Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the Charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accrual basis. All expenses are allocated or apportioned to the applicable expenditure heading. Furniture and equipment are capitalised if they can be used for more than one year and cost at least £3000.

##### d) Volunteer Help

The value of volunteer help received is not included in the accounts but is an essential part of the work of the charity.

##### e) Fund Accounting

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the general objects of the charity and which have not been designated for other purposes.

##### f) Pensions

The charity pays contributions to stakeholder schemes on behalf of its staff. These contributions are accounted for in the Statement of Financial Activities when the payments fall due.

**LEAD ACADEMY****Notes to the Accounts for the year ending 31 March 2023**

	2023	2022
	£	£
<b>2 Voluntary income</b>		
Donations	110000	52500
	<u>110000</u>	<u>52500</u>
<b>3 Income from charitable activities</b>		
Membership fees	25556	71747
Consulting income	34378	
	<u>59934</u>	<u>71747</u>
<b>4 Expenditure on charitable activities</b>		
<b>Included under expenditure on charitable activities:</b>		
<b>Charitable activities</b>		
Facilities	2632	13023
Speaking and facilitating	12599	10583
Consultancy fees	3540	
Website	198	1572
Advertising	1596	299
Bad debts	179	
	<u>20744</u>	<u>25477</u>
<b>Support costs</b>		
Accountancy	1184	1347
Independent examination	162	154
Office costs	4356	2595
	<u>5702</u>	<u>4096</u>
<b>Staff costs</b>		
Salaries	70866	66764
Employers national insurance		347
Employers pension contributions	4188	3996
Travel & Subsistence	10054	4379
Staff welfare	15	95
Training	65	0
	<u>85188</u>	<u>75581</u>
<b>Total expenditure on charitable activities</b>	<u>111634</u>	<u>105154</u>

**LEAD ACADEMY****Notes to the Accounts for the year ending 31 March 2023**

<b>5 Paid employees</b>	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
<b>Average head count during the year:</b>		
Fundraising		
Charitable activities	1.9	1.9
Governance		
Other		
Total full-time equivalent employees	<u>1.9</u>	<u>1.9</u>

No employees received employee benefits (excluding employer pension costs) for the reporting period of more than £60,000.

**6 Payments to trustees**

Reimbursement of trustee expenses:		
Travel and subsistence for 5 trustees	3111	1821
Other expenses	0	0
Remuneration for facilitating, speaking and management:		
N Cuthbert	9678	9600
C Stoddard	12576	12810

The remuneration of the trustee is in accordance with the Declaration of trust.

**7 Debtors**

Trade debtors	1264	6885
Prepayments	365	411
	<u>1629</u>	<u>7296</u>

**8 Creditors and accruals**

Prepaid membership and conference fees	11391	3067
Taxation and social security		1235
Other creditors	558	4436
	<u>11949</u>	<u>8738</u>

**9 General fund**

Opening balance	108791	89698
Surplus (Shortfall) per SOFA	58574	19093
Closing balance	<u>167365</u>	<u>108791</u>

The General fund is unrestricted and is used in accordance with the objectives of the charity at the discretion of the trustees.

**LEAD ACADEMY**

England & Wales - Charity number 1136978

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# Accounts

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**Charity registration number**  
**1136978**

# **LEAD ACADEMY**

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**Accounts for the year ending**

**31 March 2022**



6 Corfield Close  
Finchampstead  
Wokingham, Berks  
RG40 4PA

[www.atsaccountants.com](http://www.atsaccountants.com)

## **Independent Examiner's Report to the Trustees of Lead Academy Charitable Unincorporated Organisation 1136978**

I report on the accounts of Lead Academy for the year ended 31 March 2022, which comprises the Statement of Financial Activities, the Balance Sheet and the related notes.

### **Responsibilities and basis of report**

The charity's trustees are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect my examination of Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145 (5)b of the Act.

### **Independent examiner's statement**

I have completed my examination. I confirm that no material matter has come to my attention in connection with the examination which gives me cause to believe that in any material respect:

- (1) the accounting records were not kept in accordance with section 130 of the Charities Act; and
- (2) the Accounts did not accord with the accounting records;
- (3) the Accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulation 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.

Signed	
Name	Magdalena Shotter on behalf of ATS Accounting and Tax Solutions Ltd
Relevant professional qualification	Fellow of the Institute of Chartered Accountants of England and Wales
Address	ATS Accounting and Tax Solutions Ltd 6 Corfield Close, Finchampstead, Wokingham, Berkshire, RG40 4PA
Date	

## **LEAD ACADEMY**

### **Lead Academy Trustees report 2022**

The trustees, are pleased to present their annual report together with the financial statements for the year ended 31st March 2022. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's trust deed, the Charities Act 2011 and Accounting and the Charities Statement of Recommended Practice (second edition) and Financial Reporting Standard FRS 102.

### **Contact details and trustees**

Lead Academy, Charity number 1136878,  
PO Box 945, Great Missenden, Buckinghamshire, HP16 6NP

The following trustees held office during the whole of the period from 1 April 2021 to the date when the report was approved:

Nicholas Cuthbert, Christopher Porter, James Gallagher, Chris Stoddard and Gillian Sheail

No other person served as a charity trustee or custodian trustee in the financial year in question.

### **Structure, governance and management**

The charity is constituted through a Declaration of Trust. The trustees are appointed and trained by the existing trustees. Decisions taken by the trustees are implemented by staff, volunteers and trustees. Martin Williams, Rachel Roberts, Edda Lindner and Chris Stoddard were employed by the organisation.

### **Financial review**

The donations received increased from £24000 to £52500 during the year whilst the income from charitable activities increased from £61414 to £71747. The increase in charitable activities was partly due to an increase in membership fees and partly due to EHL income.

Adequate reserves are kept to facilitate an orderly winding up of affairs.

### **Public benefit statement**

The charity trustees have due regard to the guidance on public benefit published by the Charity Commission, in exercising their powers and duties.

### **Objectives and activities**

The purposes of the charity is to advance the Christian faith in the United Kingdom and in such parts of the world that the Trustees might think fit and to fulfil such other purposes which are exclusively charitable in terms of the law of England and Wales and are related to the charitable work of the Trust. This is achieved through training, resourcing and equipping leaders so that churches may become more effective in fulfilling their vision and goals.

## LEAD ACADEMY

### Lead Academy Trustees report (continued)

#### Achievements and performance

##### Learning Communities.

Throughout the last 12 months Lead Academy has continued its core ministry of working with local churches and senior church leadership teams from around the UK. The primary way that this happens is through groups of churches meeting for two days every six months over a 2 year period. We have served a variety of churches and denominations during the year. Communities that have been operating during this period include those meeting in Wales, Oxford, Chester, Gloucester, Lichfield as well as on line.

Lead Academy has further developed the Leader2Leader Learning Communities for senior leaders during the year. We also developed an Emotionally Healthy Learning Community in partnership with Emotionally Healthy Leadership and their UK representatives.

Discussions with a new lay-led church planting initiative called Myriad also led to a contract to help Myriad develop bespoke Learning Communities for these new churches.

Lead Academy has been able to adjust in such a way as to continue to deliver its core activities and proposition to church teams all around the UK. Other activities have included individual church leadership consultations and taster events.

We offered consultancy services to the **Diocese of Birmingham** and set a plan for a significant series of Learning Communities in the Diocese of Birmingham.

We have grown our dedicated team of volunteers who serve in a variety of capacities and particularly support the work through offering coaching and facilitating. There is a committed group of people who offer regular prayer support for the work that we are doing.

Lead Academy continues to be highly valued by those who go through this process which frequently results in churches being able to implement significant change and subsequent growth.

<b>Signature</b>
<b>Full Name</b>
<b>Date</b>

## LEAD ACADEMY

### Statement of financial activities for the year ended 31 March 2022

#### Unrestricted general fund

		<b>2022</b>	<b>2021</b>
		<b>£</b>	<b>£</b>
<b>Incoming resources</b>	<b>Notes</b>		
<b>Income from:</b>			
Donations	2	52500	24000
Charitable activities	3	71747	61414
Total income		<u>124247</u>	<u>85414</u>
<b>Resources expended</b>			
<b>Expenditure on:</b>			
Charitable activities	4	105154	95566
Total expenditure		<u>105154</u>	<u>95566</u>
Net movement in funds		19093	-10152
<b>Reconciliation of funds</b>			
Total Funds brought forward	9	89698	99850
Total funds carried forward		<u>108791</u>	<u>89698</u>

**LEAD ACADEMY**

**Balance sheet as at 31 March 2022**

		<b>2022</b>	<b>2021</b>
		<b>£</b>	<b>£</b>
	<b>Notes</b>		
<b>Current assets</b>			
Debtors	7	7296	6081
Cash at bank and in hand		110233	139511
Total current assets		<u>117529</u>	<u>145592</u>
 <b>Current liabilities - falling due within one year</b>			
Creditors: amount falling due within one year	8	8738	30482
Total net current assets/(liabilities)		<u>108791</u>	<u>115110</u>
Total net assets		<u><u>108791</u></u>	<u><u>115110</u></u>
 <b>Funds of the charity</b>			
Unrestricted general fund	9	108791	99850
Total funds		<u><u>108791</u></u>	<u><u>99850</u></u>

**Signed by trustee on behalf of charity**

\_\_\_\_\_

**Full name:**

\_\_\_\_\_

**Date of approval**

## LEAD ACADEMY

### Notes to the Accounts for the year ending 31 March 2022

#### ACCOUNTING POLICIES

##### a) Basis of preparation and assessment of going concern

These accounts have been prepared under the historical cost convention with items recognised at cost of transaction value unless otherwise stated in the relevant notes to the accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice (Accounting and Reporting by Charities), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

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

The Trustees consider that there are no notional uncertainties about the Charity's ability to continue as a going concern. The most significant area of uncertainty is the continued support from donations.

##### b) Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amounts of income receivable can be measured reliably. Donations are included when the Charity becomes entitled to the donations and the value can be reliably measured.

##### c) Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the Charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accrual basis. All expenses are allocated or apportioned to the applicable expenditure heading.

##### d) Volunteer Help

The value of volunteer help received is not included in the accounts but is an essential part of the work of the charity.

##### e) Fund Accounting

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the general objects of the charity and which have not been designated for other purposes.

##### f) Pensions

The charity pays contributions to stakeholder schemes on behalf of its staff. These contributions are accounted for in the Statement of Financial Activities when the payments fall due.

## LEAD ACADEMY

### Notes to the Accounts for the year ending 31 March 2022

	2022	2021
	£	£
<b>2 Voluntary income</b>		
Donations	52500	24000
Gift Aid	0	0
	<u>52500</u>	<u>24000</u>
<b>3 Income from charitable activities</b>		
Membership fees	71747	59374
Conference fees		2040
	<u>71747</u>	<u>61414</u>
<b>4 Expenditure on charitable activities</b>		
<b>Included under expenditure on charitable activities:</b>		
<b>Charitable activities</b>		
Facilities	13023	2537
Speaker and facilitator	10583	13144
Website	1572	1169
Advertising	299	0
Donations	0	101
	<u>25477</u>	<u>16951</u>
<b>Support costs</b>		
Accountancy	1347	1601
Independent examination	154	146
Office costs	2595	6005
	<u>4096</u>	<u>7752</u>
<b>Staff costs</b>		
Salaries	66764	66267
Employers national insurance	347	296
Employers pension contributions	3996	3976
Travel & Subsistence	4379	187
Staff welfare	95	0
Staff entertainment and gifts	0	117
Team meeting expenses and training	0	20
	<u>75581</u>	<u>70863</u>
<b>Total expenditure on charitable activities</b>	<u>105154</u>	<u>95566</u>

## LEAD ACADEMY

### Notes to the Accounts for the year ending 31 March 2022

<b>5 Paid employees</b>	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
<b>Average head count during the year:</b>		
Fundraising		
Charitable activities	1.9	1.9
Governance		
Other		
Total full-time equivalent employees	<u>1.9</u>	<u>1.9</u>

No employees received employee benefits (excluding employer pension costs) for the reporting period of more than £60,000.

### 6 Payments to trustees

Reimbursement of trustee expenses:		
Travel and subsistence for 5 trustees	1821	176
Other expenses	0	1537
Remuneration for facilitating, speaking and management:		
N Cuthbert	9600	9600
C Stoddard	12810	12720

The remuneration of the trustee is in accordance with the Declaration of trust.

## LEAD ACADEMY

### Notes to the Accounts for the year ending 31 March 2022

	2022	2021
	£	£
<b>7 Debtors</b>		
Trade debtors	6885	4600
Prepayments	411	1481
	<u>7296</u>	<u>6081</u>
<b>8 Creditors and accruals</b>		
Prepaid membership and conference fees	3067	28458
Taxation and social security	1235	908
Other creditors	4436	1116
	<u>8738</u>	<u>30482</u>
<b>9 General fund</b>		
Opening balance	89698	99850
Surplus (Shortfall) per SOFA	19093	-10152
Closing balance	<u>108791</u>	<u>89698</u>

The General fund is unrestricted and is used in accordance with the objectives of the charity at the discretion of the trustees.

**LEAD ACADEMY**

England & Wales - Charity number 1136978

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# Accounts

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Charity registration number:  
1136978

# LEAD ACADEMY

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Accounts for the year ending

31 March 2021

**ATS**  
CHARTERED  
ACCOUNTANTS

6 Confield Close  
Finchampstead  
Wokingham, Berks  
RG40 4PA

[www.atsaccountants.com](http://www.atsaccountants.com)

**Independent Examiner's Report to the Trustees of Lead Academy  
Charitable Unincorporated Organisation 1136978**

I report on the accounts of Lead Academy for the year ended 31 March 2021, which comprises the Statement of Financial Activities, the Balance Sheet and the related notes.

**Responsibilities and basis of report**

The charity's trustees are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

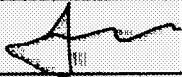
I report in respect my examination of Charity's accounts, carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145 (5)b of the Act.

**Independent examiner's statement**

I have completed my examination. I confirm that no material matter has come to my attention in connection with the examination which gives me cause to believe that in any material respect:

- (1) the accounting records were not kept in accordance with section 130 of the Charities Act; and
- (2) the Accounts did not accord with the accounting records;
- (3) the Accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulation 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.

Signed	
Name	Magdalena Shotton on behalf of ATS Accounting and Tax Solutions Ltd
Relevant professional qualification	Fellow of the Institute of Chartered Accountants of England and Wales
Address	ATS Accounting and Tax Solutions Ltd 6 Corfield Close, Finchampstead, Wokingham, Berkshire, RG40 4PA
Date	1 FEBRUARY 2022

## **LEAD ACADEMY**

### **Lead Academy Trustees report 2021**

The trustees are pleased to present their annual report together with the financial statements for the year ended 31st March 2021. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's trust deed, the Charities Act 2011 and Accounting and the Charities Statement of Recommended Practice (second edition) and Financial Reporting Standard FRS 102.

#### **Contact details and trustees**

Lead Academy, Charity number 1136878, PO Box 945, Great Missenden, Buckinghamshire, HP16 6NP

The following trustees held office during the whole of the period from 1 April 2020 to the date when the report was approved:

Nicholas Cutlerbert, Christopher Porter, James Gallagher, Chris Stoddard and Gillian Sheail

No other person served as a charity trustee or custodian trustee in the financial year in question.

#### **Structure, governance and management**

The charity is constituted through a Declaration of Trust. The trustees are appointed and trained by the existing trustees. Decisions taken by the trustees are implemented by staff, volunteers and trustees. Martin Williams, Rachel Roberts, Edda Linder and Chris Stoddard were employed by the organisation. The charity operates as an unincorporated organisation.

#### **Financial review**

The donations received decreased from £50000 to £24000 during the year whilst the income from charitable activities increased from £33455 to £72981. The increase in charitable activities was mainly due to an increase in membership fees.

Adequate reserves are kept to facilitate an orderly winding up of affairs.

#### **Public benefit statement**

The charity trustees have due regard to the guidance on public benefit published by the commission in exercising their powers and duties.

#### **Objectives and activities**

The purposes of the charity are to advance the Christian faith in the United Kingdom and in such parts of the world that the Trustees might think fit and to fulfil such other purposes which are exclusively charitable in terms of the law of England and Wales and are related to the charitable work of the Trust. This is achieved through training, resourcing and equipping leaders so that churches may become more effective in fulfilling their vision and goals.

## LEAD ACADEMY

### Lead Academy trustees report (continued)

#### Achievements and performance

Throughout the last 12 months Lead Academy has continued its core ministry of working with local churches and senior church leadership teams from across the UK. The primary way that this is delivered is through learning communities, which consist of up to 10 churches with teams of 4-6 people in each. These meet for 2 days every 6 months over a 2-year period and serve a wide variety of churches and denominations from across the United Kingdom.


Communities that have been operating during this period include those meeting in Chester, Gloucester, Oxford, Portsmouth and Wales.

Lead Academy has worked with these churches both in-person and on video conferencing platforms during the pandemic. In addition to the core process offered to churches of Learning Communities, they have also developed bespoke on-line learning experiences which have been very well attended and received. During the pandemic there has also been increased co-operation and partnership with other Church development organisations. Lead Academy has been able to adjust in such a way as to continue to deliver its core activities and proposition to church teams all around the UK. Other activities have included individual church leadership consultations and taster events many of which have been on-line.

Lead Academy has continued to invest in updating its website, social media presence and further developing a password-protected resources website which is specifically for the use of churches who attend one of our groups. We have also upgraded much of our material and created a significant amount of new video content.

We have grown our dedicated team of volunteers who serve in a variety of capacities and particularly support the work through offering coaching and facilitating. In addition, there is now a committed group of people who offer regular prayer support for the work that we are doing.

Lead Academy continues to be highly valued by those who go through this process which frequently results in churches being able to implement significant change and subsequent growth.

Signature:	
Full Name:	CHRISTOPHER HERD JOHN STODDARD
Date:	01.02.22

**LEAD ACADEMY**

**Statement of financial activities for the year ended 31 March 2021**

**Unrestricted general fund**

		<b>2021</b>	<b>2020</b>
		<b>£</b>	<b>£</b>
<b>Incoming resources</b>	<b>Notes</b>		
<b>Income from:</b>			
Donations:	2	24000	50000
Charitable activities:	3	61414	33455
<b>Total income:</b>		<u>85414</u>	<u>83455</u>
<b>Resources expended</b>			
<b>Expenditure on:</b>			
Charitable activities:	4	95566	121894
<b>Total expenditure</b>		<u>95566</u>	<u>121894</u>
<b>Net movement in funds</b>		-10152	-38439
<b>Reconciliation of funds</b>			
Total Funds brought forward:	9	99850	138289
Total funds carried forward		<u>89698</u>	<u>99850</u>

LEAD ACADEMY

Balance sheet as at 31 March 2021

		2021 £	2020 £
	Notes		
<b>Current assets:</b>			
Debtors	7	6081	925
Cash at bank and in hand		114099	139511
Total current assets		<u>120180</u>	<u>140436</u>
<b>Current liabilities:- falling due within one year</b>			
Creditors: amount falling due within one year	8	30482	40585
Total net current assets/(liabilities)		<u>89698</u>	<u>99850</u>
Total net assets		<u><u>89698</u></u>	<u><u>99850</u></u>
<b>Funds of the charity</b>			
Unrestricted general fund	9	89698	99850
Total funds		<u><u>89698</u></u>	<u><u>99850</u></u>

Signed by trustee on behalf of charity



Full name: CHRISTOPHER JOHN STODDARD

Date of approval

01.02.22

## LEAD ACADEMY

Notes to the Accounts for the year ending 31 March 2021

### ACCOUNTING POLICIES

#### a) Basis of preparation and assessment of going concern

These accounts have been prepared under the historical cost convention with items recognised at cost of transaction value unless otherwise stated in the relevant notes to the accounts. The financial statements 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 16th July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

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

The Trustees consider that there are no material uncertainties about the Charitable Company's ability to continue as a going concern. The most significant areas of uncertainty are the continued support from donations.

#### b) Income

All income is recognised once the Charitable Company has entitlement to the income; it is probable that the income will be received and the amounts of income receivable can be measured reliably. Donations are included when the Charitable Company becomes entitled to the donations and the value can be reliably measured.

#### c) Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the Charitable Company to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accrual basis. All expenses are allocated or apportioned to the applicable expenditure heading.

#### d) Volunteer Help

The value of volunteer help received is not included in the accounts but is an essential part of the work of the charity.

#### e) Fund Accounting

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the general objects of the charity and which have not been designated for other purposes.

#### f) Pensions

The charity pays contributions to stakeholder schemes on behalf of its other staff. These contributions are accounted for in the Statement of Financial Activities when the payments fall due.

## Notes to the Accounts for the year ending 31 March 2021

	2021 £	2020 £
<b>2/ Voluntary income</b>		
Donations	24000	50000
Gift Aid	0	0
	<u>24000</u>	<u>50000</u>
<b>3/ Income from charitable activities:</b>		
Membership fees:	59374	33455
Conference fees:	2040	
Other income:		
	<u>61414</u>	<u>33455</u>
<b>4- Expenditure on charitable activities:</b>		
<b>Included under expenditure on charitable activities:</b>		
<b>Charitable activities</b>		
Facilities:	2537	10903
Speaker and facilitator:	13144	11100
Website	1169	1867
Advertising:	0	1755
Other community costs:	0	146
Donations:	101	0
	<u>16951</u>	<u>25781</u>
<b>Support costs</b>		
Accountancy:	1747	440
Office costs:	6005	3168
Expenses/Other:	0	704
Consultancy:	0	11625
	<u>7752</u>	<u>15937</u>
<b>Staff costs:</b>		
Salaries:	66267	58092
Employers national insurance:	296	2635
Employers pension contributions:	3976	3296
Travel & Subsistence	187	12836
Hospitality:	0	277
Staff entertainment and gifts:	117	0
Team meeting expenses and training:	20	2560
Telephone expenses:	0	480
	<u>70863</u>	<u>80076</u>
<b>Total expenditure on charitable activities:</b>	<u>95566</u>	<u>121894</u>