

ONE ROCK INTERNATIONAL

England & Wales - Charity number 1138433

Details

Other names 1R

Status Registered

Legal form Charitable company

Company number [07320145](#)

Registered 2010-10-15

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

Contact

Address One Rock International
c/o CHURCH OFFICE
Central Hall Westminster
Storey's Gate
London
SW1H 9NH

Phone 020 7654 3865

Email mark@onerockinternational.com

Website www.onerockinternational.com

Activities

Objects: ONE ROCK INTERNATIONAL EXISTS TO ADVANCE THE CHRISTIAN RELIGION FOR THE BENEFIT OF THE PUBLIC (IN ACCORDANCE WITH THE STATEMENT OF FAITH ATTACHED) AND TO FURTHER SUCH OTHER CHARITABLE PURPOSES FOR THE PUBLIC BENEFIT AS ARE EXCLUSIVELY CHARITABLE ACCORDING TO THE LAW OF ENGLAND AND WALES AS THE TRUSTEES MAY FORM TIME TO TIME DETERMINE.

Activities: The charity offers spiritual leadership training in the form of training events, books and mentoring relationships.

Classification

- **How:** Provides Services
- **What:** Education/training, Religious Activities
- **Who:** Other Defined Groups

Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, NATIONAL AND OVERSEAS.
- Brazil
- Colombia
- Egypt
- Malaysia
- Rwanda
- Singapore
- South Africa
- United States
- Zambia
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£65,582	£94,070	-	-
2023-12-31	£81,667	£97,513	-	-
2022-12-31	£116,127	£107,432	-	-
2021-12-31	£86,514	£71,505	-	-
2020-12-31	£83,785	£67,018	-	-

Trustees

Name	Role	Appointed
Geoff James Elliott	Chair	2025-05-23
ABIGAIL HERRING		2017-03-31
LUKE WILLIAM HAMLYN		2016-11-29
Naomi Morag Paul		2020-09-11

ONE ROCK INTERNATIONAL

England & Wales - Charity number 1138433

Accounts



Annual Report & Accounts 2024

Developing Christ-like leaders through Content,
Coaching & Community

Charity Number 1138433
Company Number 07320145
Website www.onerockinternational.com

Directors & Trustees **Peter Calderbank (Chair)**
Luke Hamlyn
Abigail Herring
Naomi Paul

Chief Executive **Mark Williamson**
International Director **Dr Asia E. Williamson**

Registered Office **c/o Church Office**
Central Hall Westminster
Storey's Gate
London SW1H 9NH

Independent Examiner **Sue Monckton-Rickett**
21 School Lane
Lawford Manningtree
Essex CO11 2HZ

Bankers **Barclays Bank**
8 Alexandra Road
Wimbledon
London SW19 7JZ

US Board **Scott Stover (Chair)**
Rev Kerry Purselle
Wallis Shoppy
Dr Asia E. Williamson
Mark Williamson

"One thing I really appreciate about this programme... leadership content that is centred on Christ... having Jesus as the model has been transformational... he is the best leadership guru."



In 2024 One Rock marked several major achievements:

- **Completing the online Institute** at www.onerockinstitute.com. Hours of videos, articles and resources for Institute members, and the questions to help members put together their Rhythm of Life, Vision Profile and Leadership Plan.
- **Design of Pathways modules** on *How To Pray*, *Jesus on Leadership* and *Servant Leadership*.
- **Joining the L4 Lausanne event** in Seoul, the fourth Lausanne Congress on World Evangelization, gathering with 5000 global mission leaders.
- **Meeting partners at Lausanne**, including Institute team leaders and members from Kenya, Zambia, Uganda, India and Germany.
- **Successfully navigating a leadership transition** of our key partners in Rwanda, whilst still growing the Institute numbers there.
- **Merging of the European and African cohorts** online, to create a global community of leaders working through the Institute course together.

Over the coming pages you can read stories and testimonies from Institute members and One Rock partners around the globe, plus see our financial reports.

Your friends,

Mark & Asia Williamson

(Chief Executive & International Director)

RWANDA STORIES

Institute workshops and seminars took place in Kigali, and partnerships were explored for delivering future leadership training for the Ministry of Local Government, the Protestant University of Rwanda, Beyond Success, Groupe Biblique Universitaire du Rwanda, and Africa New Life Church.

*“The methods used during the sessions were so amazing... the **Nature of the Soul** and the **Cycle of Grace** have not only been brain-teasers but also captivating... Leadership was a reflection and allowed us to learn based on typical leaders we happened to work with... in a nutshell, today was amazing.”*

“Your teaching method is really outstanding. I appreciate the three days, they are the best classes I have ever attended. At the end of our workshop days I was still hungry to learn more and not ready to leave. I have never felt like this after any other training workshops.”

“My highlight for today was this statement, ‘Christianity without spiritual formation is Christianity without Christ.’”



“My name is Salim, I’m a business person. And I’m very happy to be part of the 2024 cohort. From this weekend, the Introduction weekend that we’ve had, I learned a lot. But mostly the values of a good leader. And I aspire to be a good leader, with integrity, with vision. And I see One Rock as that place where I will learn to live out those values. I’m looking to have a community of people that we share values, that we share vision, that can help to reach out to the people we want to reach. And I’m also looking forward to spiritual formation. I want to be a leader that is also led by the Spirit of God, doing things

for God and for God’s people.” **Salim Mbarushimana**



“My name is Sheila and I’m a physiotherapist. The program so far has been amazing. My highlight so far is that I’ve learned about self-awareness. As an aspiring leader I believe it’s important to be self-aware. We’ve also made connections, and learned from other people’s experiences as well.” **Sheila Witty Kayitesi**

“My name is Bosco. I have been part of the One Rock Institute training in the 3rd cohort. I finished my training, and I can really say it was a very important training that I needed in my life. It has helped me grow and I can recommend it to everybody who wants to grow. I learned a lot in terms of self discovery, which is something I really enjoyed. Self discovery is the beginning of a lot of things in ones life. Second there is a thing about leadership, and it’s a thing I came to realise I didn’t know about. Leaders take credit on behalf of the team when it comes to success. But when it comes to failure, leaders are supposed to take ownership of whatever happened. Not every leader does that. During the training we came to understand that as a leader who takes credit during success, you should also take ownership during the time things go south. And that really struck me. It’s a very good training. You can learn a lot from it. Also connect with people from all over the world. We learn from the best.” **Bosco Habineza**

“My name is Gaelle. I joined the program last year and I had a specific interest in the vision profile part of the program. I wasn’t interested in the leadership program. Surprisingly one year later I have learned more from the leadership part.

I’m a result-oriented person, always focussed on the results, less focussed on people. But I have learned that people should be the priority, and with the servant leadership style you will achieve more results, more effective results. For me that is my key take away. I used to think that the servant leadership style is for weak people, and with that style you cannot achieve anything. And that is so wrong! Thanks to One Rock Institute to have outlined the program. For me it was a wakeup call. And it’s very clear. It was a realisation we need people. If you are a result-oriented person we need people, And also how to set a health environment for that. With that in place you can achieve everything. Thank you so much for the program. It’s a blessing for everyone who has the opportunity to join the program.” **Gaella Ingabire**

UK STORIES

“We truly got a lot out of the day and appreciate everything.” **Alexander Karam**

“I thoroughly enjoyed the meeting... it was valuable, as always! We are looking forward to applying the skills we gained and hope to keep you updated on how we get on!”

Chanel Siriboe-Boateng

Alongside the Institute, One Rock delivered a SERVE workshop for London City Mission, attended by 63 people working as evangelists and core staff.

“The day has exceeded all expectations.” **Graham Miller, CEO of London City Mission.**

Graham describes himself as Chief Servant Officer having been so impacted by the SERVE model when he first came across it ten years ago.

“There was overwhelming support for using the SERVE model more formally in London City Mission. The top most-used words to describe people’s reaction to using the model in LCM were Inspired, Useful, Excited and Servant Hood... Furthermore 41% gave a score of 4/5 in their support for using the model and 38 % gave a score of 5/5.” **Christian Fielder, Director of People & Organizational Development.**

To help embed these concepts over the next year, LCM will be using a Pathways module on servant leadership, created by One Rock, allowing them to have small group discussions and coaching conversations. We will follow up with another workshop next year, and also with further Pathways modules.



SOUTH EAST ASIA STORIES

"This was a very, very helpful journey for me to go through."

"It's not like a course, it's like a lifestyle. I love the model of the bus. I will never forget this - putting the right people in the right seats."

"Skills will take you places, character will help you stay."



"One Rock saved my life literally, having a mentor who gave me all the time I needed to heal and process, meeting others and laughing together was what I needed. The most meaningful experience was being able to get rededicated to God during the retreat last year – this changed everything going forward. My whole life got better including my marriage and self-esteem. I am looking forward to regaining my vision for the ministry."

Steven has a heart for God, and as someone of Indian heritage in Malaysia his mission is to reach out to migrant workers, who are predominantly of Hindu descent and in need of the gospel." **Stephen Daniel**



"From our church 7 people participated in the One Rock Institute this year and it was a such a divine opportunity and blessing to us... we are learning a lot and are being blessed so much! Please pray for our nation and for the spiritual revival in our country!"

Gerle and her husband are planting a church in Mongolia, in a town with no other Christian presence. Christianity came to Mongolia only 33 years ago a lot of work remains to be done in the area of evangelism and discipleship of young people. The biggest mission field is in the marketplace. **Gerle Odgerel**



“People in the digital world are not very ‘relational’; they do not know how to make friends, everyone is just staring at the screen. But they need God to help them connect with reality, not to run away from it; there is an overwhelming crisis of mental health among those caught up in the web. And now those

online are not even teens, they are children. One Rock gave me tools and more confidence to share Jesus. My vision is to help the young generation who are searching for connection and love online to find it in God.”

Young Lee is a young entrepreneur in Malaysia, with a vision to have an impact for God in the digital sphere. She works full time for TikTok and is also on a mission committee at her local church. **Young Lee**

Justine moved from Singapore to the small town of Kota Kinabalu as she felt a need to work with the indigenous groups there, however realising that learning the language and breaking down the cultural barriers will take a lot of time she decided to focus on her strengths and passions and raising awareness where and how she can best. Justina and her brother opened a café, that serves as a hub for the community, they invested the money they inherited from their parents, employ only autistic and disabled young people, which is a very new form of social enterprise in Malaysia. With her original passion for the indigenous groups Justine supports finally and joins in with social work where she can. She is still hoping to learn the language and maybe create some jobs for those who are in the outstations across the vast area of Borneo.

“I was interested to come to study at this training about leadership because I would like to become a leader. They teach people about leadership, but based on the bible. And in the Bible we have seen that the leadership of Jesus Christ was good, and it is better to follow that leadership. I expect to study different values to be constructive in this leadership training. Because of those values, I will be basing my leadership on the Bible and expect to be a good leader.”

COACHING STORIES

We've trained scores of coaches in 2024, and involved 50 coaches as volunteers, delivering around 750 hours of coaching conversations for Institute members.

"This was an amazing week." Joseph Morris

"We had an amazing time." Jim Bryant

"I really appreciated the coaching workshop day we had... to get us familiar with all the coaching models and be able to ask our questions. Plus your materials we looked at before the trip were very straight-forward and helpful." Jason Rich

"Had a GREAT call [coaching conversation] with Lee. It's amazing how similar our paths are right now. Very cool to be connected. He's excited about the cohort." Josh Crowe



INDEPENDENT EXAMINERS REPORT
TO THE TRUSTEES OF
ONE ROCK INTERNATIONAL

I have examined the accounts for the year ended 31 December 2024 which have been prepared on the basis of the accounting policies set out on page 13.

Respective Responsibilities of Directors/Trustees and Examiner

The directors/trustees of the company are responsible for the preparation of accounts; they consider that the audit requirements under section 144 of the Charities Act 2011 do not apply but that an independent examination is needed. I have been appointed to conduct an Independent Examination required by section 145 of the Charities Act 2011 and to report in accordance with the regulations made under section 145 of that Act. It is my responsibility to examine the accounts, without performing an audit, and to report to the trustees.

Having satisfied myself that the company is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- (1) examine the accounts under section 145 of the Charities Act 2011;
- (2) follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011;
- (3) state whether particular matters have come to my attention.

Basis of Examiner's Statement

This report is in respect of an examination carried out under section 145 of the Charities Act 2011, and in accordance with the general directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity, and a comparison of the accounts presented with those records. It also includes a review of the accounts and making such enquiries as are necessary for the purpose of this report. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Examiner's Statement

Based on my examination, no matter has come to my attention which gives me reasonable cause to believe that in any material respect, accounting records have not been kept in accordance with section 386 of the Companies Act 2006, or that the accounts presented do not accord with those records, or comply with the accounting requirements of section 396 of the Companies Act 2006. No matter has come to my notice in connection with my examination to which, in my opinion, attention should be drawn to enable a proper understanding of the accounts.



Susan Monckton-Rickett FCCA

13 August 2024

21 School Lane

Lawford Manningtree

Essex CO11 2HZ

The notes on pages 13-18 form part of these accounts.

ONE ROCK INTERNATIONAL					
BALANCE SHEET					
FOR THE YEAR ENDED 31 DECEMBER 2024					
		Unrestricted Funds 2024	Restricted Funds 2024	Total Funds 2024	Total Funds 2023
	Note	£	£	£	£
CURRENT ASSETS					
Debtors	5	-	-	-	13,074
Cash at Bank	6	52,993	-	52,993	68,407
TOTAL CURRENT ASSETS					
		52,993	-	52,993	81,481
CURRENT LIABILITIES					
Liabilities falling due within one year	7	-	-	-	-
NET ASSETS					
		52,993	-	52,993	81,481
FUND BALANCES					
General Funds	8	52,993	-	52,993	81,481
Restricted Funds	8	-	-	-	-
		52,993	-	52,993	81,481

For the year ended 31 December 2024, the company was entitled to the exemption from audit under Section 477 of the Companies Act 2006 relating to small companies.

Responsibilities of directors/trustees:

- a. The members have not required the charitable company to obtain an audit of its accounts for the year in question in accordance with Section 476 of the Companies Act - however, in accordance with Section 145 of the Charities Act 2011 the accounts have been examined by an independent examiner whose report forms part of this document.
- b. The directors/trustees acknowledge their responsibilities for complying with the requirements of the Companies 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.

Approved by the Directors and signed on their behalf on the 05 Sept 2025 by:

Geoff Elliott

Company number: 07320145

Charity number: 1138433

ONE ROCK INTERNATIONAL
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2024

1 Accounting Policies

The accounts have been prepared under the historic cost convention, 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). The following are the accounting policies which have been applied in dealing with material items:-

a) Donated and grant income

Donated income and grants receivable are taken into account when received by the charity. Income received in circumstances where a claim for repayment of tax has been or will be made to HM Revenue & Customs is grossed up for the tax recoverable. Any amount of tax reclaimed from HM Revenue & Customs but not yet received is shown within the charity's debtors.

The charity has relied significantly upon volunteers in carrying out its activities during the year. In accordance with paragraph 6.18 of the SORP, the role of volunteers has not been recognised as income from donated services in the accounts.

b) Other income and expenditure

Investment income is taken into account when receivable and expenditure, including irrecoverable VAT, when incurred by the charity, regardless of when payment is made. Grants payable are taken into account at the earlier of when they are paid or become constructive obligations. Fees for courses are recognised in line with stage of completion of the course.

c) Funds

Unrestricted funds are donations and other income received or generated for the objects of the charity without specified purpose and are available for purposes as directed by the trustees. Restricted funds are amounts received where the donor has specified the purpose for which it should be used.

d) Fixed assets and depreciation

Fixed assets acquired for use by the charity are capitalised and depreciated over their estimated useful life unless they cost less than £1,000 when they are written off on purchase.

e) Pension costs

The company operates a defined contribution scheme for certain of its employees. Pension premiums are charged as they are paid.

f) Taxation

The company is a registered charity and is exempt from taxation under the Income & Corporation Taxes Acts.

g) Cashflow statement

The company has taken advantage of the exemption provided by the FRS 102 SORP and has not prepared a Cash Flow Statement for the year.

2 Voluntary income				
	Unrestricted Funds 2024	Restricted Funds 2024	Total Funds 2024	Total Funds 2023
	£	£	£	£
One Rock America Donations	40,176		40,176	50,627
Other General Donations	5,839		5,839	6,557
Grants		1,800	1,800	20,000
Charitable Activities	17,767		17,767	17,562
Ukraine Fund		-	-	-
Tax Recoverable	-		-	-
	63,782	1,800	65,582	94,745
3 Charitable Activity				
	Unrestricted Funds 2024	Restricted Funds 2024	Total Funds 2024	Total Funds 2023
	£	£	£	£
a. Direct Charitable Costs				
Costs of Training Courses	17,369		17,369	14,451
Staff Salaries and Costs	66,438	1,800	68,238	66,818
Staff Travel and Expenses	3,973		3,973	4,692
Equipment	-		-	2,630
Other Operating Costs	4,489		4,489	13,478
Misceallanous Expenses			-	-
	92,270	1,800	94,070	102,070
b. Support & Administration				
Governance Costs	-		0	600
	0	0	0	600
Combined Charitable Activity Costs	92,270	1,800	94,070	102,670

4. Staff & Trustees

	2024	2023
	£	£
Gross wages, salaries & benefits in kind	63,361	62,652
Employer's National insurance Costs	-	-
Total Staff Costs	63,361	62,652

No staff received salaries at a rate of more than £60,000 per annum.

Remuneration payable to key management (excluding trustees) amounted to £63,361 in the year (2024: £62,652).

Key management is considered to cover key staff, the international directors, who are directly employed by the charity.

No remuneration was paid to any trustee during the year nor to any person connected to them. No trustee received reimbursed expenses.

The total amount of donations funded by trustees was £469

No other transactions have taken place with related parties during the year.

Fees payable to Sue Monckton-Rickett, other than for the annual accounts and independent examination, totaled £nil.

5. Debtors and Prepayments

	2024	2023
	£	£
Tax recoverable	0	0
Fees Receivable	0	13,074
	<hr/> 0	<hr/> 13,074

6. Cash at Bank and In Hand

	2024	2023
	£	£
Bank operating accounts	52,993	68,407
	<hr/> 52,993	<hr/> 68,407

7 Creditors: Liabilities Falling Due Within One Year

2024	2023
------	------

	£	£
Trade Creditors	0	0
Accruals	0	0
Deferred Income	0	0
	<hr/>	<hr/>
	-	-
	<hr/>	<hr/>

8. Funds

The restricted funds represent amounts received for specific purposes and the movement in the year are as follows:

	Fixed Assets	Bank & Cash Balances	Other Net Assets	Total
	£	£	£	£
Restricted Funds	0	0	0	0
Unrestricted Funds	0	52,993	0	52,993
Total Funds	<hr/>	<hr/>	<hr/>	<hr/>
	0	52,993	0	52,993

	Opening Balance	Incoming Resources	Outgoing Resources	Transfers in the Year	Closing Balance
	£	£	£	£	£
Grants for Project Staff & Project Costs	-	1,800	-1,800	-	-

9. Members

Each member of the company commits to contribute if the charity is wound up an amount of £10

ONE ROCK INTERNATIONAL

DETAILED STATEMENT OF FINANCIAL ACTIVITIES WITH COMPARATIVES

FOR THE YEAR ENDED 31 DECEMBER 2024

	Unrestricted Funds		Restricted Funds		TOTAL FUNDS	
	2024	2023	2024	2023	2024	2023
	£	£	£	£	£	£
INCOME AND ENDOWMENTS FROM						
Donations and Legacies	46,015	57,184	1,800	20,000	47,815	77,184
Charitable Activities	17,767	17,562	-	-	17,767	17,562
Total Income and Endowments	63,782	74,746	1,800	20,000	65,582	94,746
EXPENDITURE ON						
Charitable activities	92,270	82,070	1,800	20,000	94,070	102,070
Governance	-	600	-	-	-	600
Total Expenditure	92,270	82,670	1,800	20,000	94,070	102,670
Net Income / (Expenditure)	- 28,488	- 7,924	-	-	- 28,488	- 7,924
Transfer Between Funds	0	0	0	0	0	0
Net Movement in Funds	- 28,488	- 7,924	-	-	- 28,488	- 7,924
Reconciliation of Funds						
Total Funds Brought Forward	81,481	-	-	-	81,481	-
Total Funds Carried Forward	52,993	- 7,924	-	-	52,993	- 7,924

ONE ROCK INTERNATIONAL

England & Wales - Charity number 1138433

Accounts



**One Rock International
Annual Report & Accounts 2023**

Charity Number 1138433
Company Number 07320145
Website www.onerockinternational.com

Directors & Trustees
Peter Calderbank (Chair)
Luke Hamlyn
Abigail Herring
Naomi Paul

Registered Office
c/o Church Office
Central Hall Westminster
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London SW1H 9NH

Independent Examiner
Sue Monckton-Rickett
21 School Lane
Lawford Manningtree
Essex CO11 2HZ

Bankers
Barclays Bank
8 Alexandra Road
Wimbledon
London SW19 7JZ

US Board
Scott Stover (Chair)
Rev Kerry Purselle (Treasurer)
Wallis Shoppy
Joanna Williamson
Mark Williamson

In 2023 One Rock ran [Institute](#) cohorts in three locations; the UK, Rwanda and Malaysia.

We had 167 Institute members in total across the three sites. And members joined from 12 nations in total, including Sweden, Ghana, Zambia, Singapore, Mongolia and Myanmar, plus the host three nations.

Each of these members received \$7500 worth of training, coaching and other resources in Christian leadership, to help them in starting or scaling mission projects, and ultimately in fulfilling God's vision for their lives.

We mobilised over 100 volunteers from across the world to act as coaches, small group facilitators and trainers to deliver the Institute experiences.

The [In Good Company](#) program provided training workshops and consultancy for several Christian charities, churches and businesses based on Christian values, across the UK, Rwanda, Singapore and Malaysia.

Extra workshops on [Fresh Expressions](#) of church for four different networks in Hong Kong, and online for groups of USA leaders.

And further work continued on the [Pathways](#) series of curriculum-based coaching in discipleship and leadership development.

[Mark Williamson](#), Chief Executive Officer

[Dr Joanna E. Williamson](#), International Director

LET'S HEAR FROM OUR GRADUATES



One Rock has been instrumental in guiding me spiritually and mentally as a Christian in the workplace. Most of us would have mentors from our corporate roles whose value and principle conflicts with the principles set by the Bible. Having a mentor from the workplace that can guide you using Biblical principles is immensely critical. It has helped me understand I'm not alone as a Christian in the field and that we work to worship Him. It is fundamentally different from working to please ourselves and no one else.

Paul Chen

The mentoring conversations at One Rock Institute was truly the highlight for me. My mentor played an instrumental role in helping me process and declutter my thoughts, providing valuable insights to navigate challenges and she is consistently encouraging me with God's truths. Through the Word of God, she challenged my beliefs and brought the light of God into areas of darkness in my life. Her wisdom and patience have truly been invaluable, and I am incredibly grateful to God for blessing me with such an amazing mentor.

Caroline Chin



Having a mentor has helped me in every aspect of life and it provided a safe space that allows me to be my most vulnerable and honest self. It has given me a new perspective and our session holds me accountable to my actions. Through the One Rock programme, I know about myself more and this helps me not only in my daily life, but also through a tough days. It's also an opportunity to connect and learn with Joanna, the other mentees, Chick-fil-A team and guest speakers from around the world. I learnt that I am a work in progress and I believe that we are each uniquely gifted and are meant to contribute differently in life. Also, leadership is not about a position or title, it is about influence. This program has helped me become a better leader who wants to grow intentionally. This is the best investment I've made for myself and something that will stay with me always. **Alissa Sun**



The things I have learnt from the One Rock programme includes: Unity in Diversity, Honesty, Accountability In a secular world, I think that it is pretty easy / convenient for young adults to reach out to secular individuals for perspective and opinions in their careers. Common advice such as embracing change or that the only constant in life is change are quite frequently mentioned and heard of. However, the One Rock Programme brings another dimension to the table, i.e. A Christ-centred perspective for Christians in the workplace. It taught me that the only constant in our life is our Lord Jesus Christ for He is the same, yesterday, today, and forever more. Amen.

Joel Leow



The One Rock programme has been helpful as I have learned what it means and looks like to live out servant leadership in the workplace and in my personal life. This can be seen in not only doing your work well, but also in building meaningful relationships with people we may come across. I have learned that it's important to be a good team player, to be humble to serve, hungry to grow, smart to innovate, and emotional to relate. I have also learned the importance of having relationships with people because we as humans are relational. I have been able to connect and build friendships through the programme.

Mentoring has been the best part of the programme for me because I was able to build a good relationship with my mentor from the very start. We were able to have open and honest conversations. These conversations have been very beneficial to my everyday life as well as my spiritual life.

Samantha Ang





*A few years ago, God placed a dream in my heart... Having gone through servant leadership training and spiritual formation with One Rock, the call has become heavier on my heart. I cannot procrastinate any longer. The wisdom and knowledge from the Institute are of immense help and are coming in handy. I am excited about this and looking forward to how God is going to use me through it. **Alex Mukundane***

Organisational leadership and strategic planning were very helpful. I've read previous books on strategy that were too Western and too theoretical – this content and our discussions really helped me. As a pastor I am pulled in many directions. This helped me focus on the vision and develop a strategy, on developing other leaders.

Manzi Arsene



Every session has been amazing, and it's been a lot of information being shared but my most valuable take home was on the vision, where we were taught about the vision telescope and the lenses. It helped me reflect more on the vision that I had, and also, it's been helping me in my decision making.

Diana Mary Uwera

I am now working on my PEAKS so that i can improve everything as much as I can, and I thank God that I got this opportunity. I am sure this will be so helpful in my callings.

Albert Rukebesha

It has been amazing. I realized I've been thinking small. Now I know how I can build a team, to scale what I'm doing.

Tunji Olujimi

Rhythm of Life has liberated me!
Karl Williams

A huge thank you once again for the opportunity. We've had nothing but good feedback. Thank you for the opportunity to do training for an external organisation. And the time with the trustees was very helpful.

Kafui Brese, FAST London CEO

"We received positive responses from the workshop. One of the ladies who attended felt significantly impacted by the training and wants to relaunch her travel business. Another of our leaders found the training applicable as he is dealing with some employee issues.

Christian Sana, New Life Croydon, Ministry Development Coordinator

"All the sessions I found helpful and learnt something from every speaker... The Lord is doing something around Community and Christians particularly in the light of all the ongoing Societal Issues that the UK has. There could be beginning to emerge some practical biblical templates for the budding entrepreneur in the room."

Richard Dennis-Smith, Director of Real Estate Firm

Thank you so much for yesterday's event. It was insightful and inspiring and has given me a lot to think about, and I feel very encouraged.

Tapiwe Matsinde

**INDEPENDENT EXAMINERS REPORT
TO THE TRUSTEES OF
ONE ROCK INTERNATIONAL**

I have examined the accounts for the year ended 31 December 2023 on pages 7 to 13 following which have been prepared on the basis of the accounting policies set out on page 9.

Respective Responsibilities of Directors/Trustees and Examiner

The directors/trustees of the company are responsible for the preparation of accounts; they consider that the audit requirements under section 144 of the Charities Act 2011 do not apply but that an independent examination is needed. I have been appointed to conduct an Independent Examination required by section 145 of the Charities Act 2011 and to report in accordance with the regulations made under section 145 of that Act. It is my responsibility to examine the accounts, without performing an audit, and to report to the trustees.

Having satisfied myself that the company is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

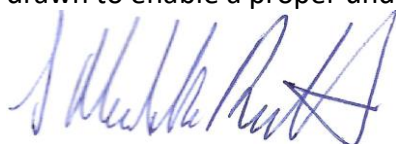
- (1) examine the accounts under section 145 of the Charities Act 2011;
- (2) follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011;
- (3) state whether particular matters have come to my attention.

Basis of Examiner's Statement

This report is in respect of an examination carried out under section 145 of the Charities Act 2011, and in accordance with the general directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity, and a comparison of the accounts presented with those records. It also includes a review of the accounts and making such enquiries as are necessary for the purpose of this report. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Examiner's Statement

Based on my examination, no matter has come to my attention which gives me reasonable cause to believe that in any material respect, accounting records have not been kept in accordance with section 386 of the Companies Act 2006, or that the accounts presented do not accord with those records, or comply with the accounting requirements of section 396 of the Companies Act 2006. No matter has come to my notice in connection with my examination to which, in my opinion, attention should be drawn to enable a proper understanding of the accounts.



Susan Monckton-Rickett FCCA
21 School Lane
Lawford Manningtree
Essex CO11 2HZ

20 August 2024

The notes on pages 9-12 form part of these accounts.

**ONE ROCK INTERNATIONAL
BALANCE SHEET
FOR THE YEAR ENDED 31 DECEMBER 2023**

	Note	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
CURRENT ASSETS					
Debtors	5	13,073		13,074	-
Cash at Bank	6	68,407	0	68,407	89,404
TOTAL CURRENT ASSETS		81,481	0	81,481	89,404
CURRENT LIABILITIES					
Liabilities falling due within one year	7	-		-	-
NET ASSETS		81,481	0	81,481	89,404
FUND BALANCES					
General Funds	8	81,481	0	81,481	89,404
Restricted Funds	8			-	-
Total Funds		81,481	0	81,481	89,404

For the year ended 31 December 2023, the company was entitled to the exemption from audit under Section 477 of the Companies Act 2006 relating to small companies.

Responsibilities of directors/trustees:

a. The members have not required the charitable company to obtain an audit of its accounts for the year in question in accordance with Section 476 of the Companies Act - however, in accordance with Section 145 of the Charities Act 2011 the accounts have been examined by an independent examiner whose report forms part of this document.

b. The directors/trustees acknowledge their responsibilities for complying with the requirements of the Companies 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.

Approved by the Directors and signed on their behalf on the 16 August 2024 by:

Peter Calderbank

Company number: 07320145

Charity number: 1138433

The notes on page 9-12 form part of these accounts.

ONE ROCK INTERNATIONAL
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2023

1 Accounting Policies

The accounts have been prepared under the historic cost convention, 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). The following are the accounting policies which have been applied in dealing with material items:-

a) Donated and grant income

Donated income and grants receivable are taken into account when received by the charity. Income received in circumstances where a claim for repayment of tax has been or will be made to HM Revenue & Customs is grossed up for the tax recoverable. Any amount of tax reclaimed from HM Revenue & Customs but not yet received is shown within the charity's debtors.

The charity has relied significantly upon volunteers in carrying out its activities during the year. In accordance with paragraph 6.18 of the SORP, the role of volunteers has not been recognised as income from donated services in the accounts.

b) Other income and expenditure

Investment income is taken into account when receivable and expenditure, including irrecoverable VAT, when incurred by the charity, regardless of when payment is made. Grants payable are taken into account at the earlier of when they are paid or become constructive obligations. Fees for courses are recognised in line with stage of completion of the course.

c) Funds

Unrestricted funds are donations and other income received or generated for the objects of the charity without specified purpose and are available for purposes as directed by the trustees. Restricted funds are amounts received where the donor has specified the purpose for which it should be used.

d) Fixed assets and depreciation

Fixed assets acquired for use by the charity are capitalised and depreciated over their estimated useful life unless they cost less than £1,000 when they are written off on purchase.

e) Pension costs

The company operates a defined contribution scheme for certain of its employees. Pension premiums are charged as they are paid.

f) Taxation

The company is a registered charity and is exempt from taxation under the Income & Corporation Taxes Acts.

g) Cashflow statement

The company has taken advantage of the exemption provided by the FRS 102 SORP and has not prepared a Cash Flow Statement for the year.

**ONE ROCK INTERNATIONAL
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

2 Voluntary income

	Unrestricted Funds 2023	Restricted Funds 2023	Total Funds 2023	Total Funds 2022
	£	£	£	£
One Rock America Donations	50,627		50,627	47,826
Other General Donations	6,557		6,557	7,940
Grants		20,000	20,000	23,000
Charitable Activities	17,562		17,562	8,816
Ukraine Fund		-	-	28,544
Tax Recoverable	-		-	-
	74,745	20,000	94,745	116,127

3 Charitable Activity

	Unrestricted Funds 2023	Restricted Funds 2023	Total Funds 2023	Total Funds 2022
	£	£	£	£
a. Direct Charitable Costs				
Costs of Training Courses	14,451		14,451	37,079
Staff Salaries and Costs	46,818	20,000	66,818	58,593
Staff Travel and Expenses	4,692		4,692	4,666
Equipment	2,630		2,630	2,530
Other Operating Costs	13,478		13,478	3,964
	82,070	20,000	102,070	106,832
b. Support & Administration				
Governance Costs	600		600	600
	600	0	600	600
Combined Charitable Activity Costs	82,670	20,000	102,670	107,432

4. Staff & Trustees

	2023	2022
	£	£
Gross wages, salaries & benefits in kind	62,652	54,242
Employer's National insurance Costs	-	1,304
Total Staff Costs	62,652	55,546

ONE ROCK INTERNATIONAL
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2023

No staff received salaries at a rate of more than £60,000 per annum.

Remuneration payable to key management (excluding trustees) amounted to £57,306 in the year (2022: £54,242).

Key management is considered to cover key staff, the international directors, who are directly employed by the charity.

No remuneration was paid to any trustee during the year nor to any person connected to them. No trustee received reimbursed expenses.

The total amount of donations funded by trustees was £469

No other transactions have taken place with related parties during the year.

Fees payable to Sue Monckton-Rickett, other than for the annual accounts and independent examination, totaled £nil.

5. Debtors and Prepayments

	2023	2022
	£	£
Tax recoverable	-	-
Fees Receivable	13,074	-
	<u>13,074</u>	<u>-</u>

6. Cash at Bank and In Hand

	2023	2022
	£	£
Bank operating accounts	68,407	89,404
	<u>68,407</u>	<u>89,404</u>

7 Creditors: Liabilities Falling Due Within One Year

	2023	2022
	£	£
Trade Creditors	-	-
Accruals	-	-
Deferred Income	-	-
	<u>-</u>	<u>-</u>

8. Funds

The restricted funds represent amounts received for specific purposes and the movement in the year are as follows:

	Fixed Assets	Bank & Cash Balances	Other Net Assets	Total
	£	£	£	£
Restricted Funds	-	-	-	-
Unrestricted Funds	-	68,407	13,074	81,481
Total Funds	<u>-</u>	<u>68,407</u>	<u>13,074</u>	<u>81,481</u>

**ONE ROCK INTERNATIONAL
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

	Opening Balance £	Incoming Resources £	Outgoing Resources £	Transfers in the Year £	Closing Balance £
Grants for Project Staff & Project Costs	-	20,000	- 20,000	-	-

9. Members

Each member of the company commits to contribute if the charity is wound up an amount of £10

ONE ROCK INTERNATIONAL
DETAILED STATEMENT OF FINANCIAL ACTIVITIES WITH COMPARATIVES
FOR THE YEAR ENDED 31 DECEMBER 2023

	Unrestricted Funds		Restricted Funds		TOTAL FUNDS	
	2023	2022	2023	2022	2023	2022
	£	£	£	£	£	£
Donations and Legacies	57,184	55,766	20,000	51,544	77,184	107,310
Charitable Activities	17,562	8,816	-	-	17,562	8,816
	74,746	64,583	20,000	51,544	94,746	116,126
EXPENDITURE ON						
Charitable activities	82,070	55,889	20,000	51,544	102,070	107,432
Governance	600				600	-
Total Expenditure	82,670	55,889	20,000	51,544	102,670	107,432
	-				-	
Net Income / (Expenditure)	7,924	8,694	-	0	7,924	8,694
Transfer Between Funds	0	0	0	0	0	0
	-				-	
Net Movement in Funds	7,924	8,694	-	0	7,924	8,694
Reconciliation of Funds						
Total Funds Brought Forward	89,404	80,710	-	-	89,404	80,710
Total Funds Carried Forward	81,481	89,404	-	0	81,481	89,404

ONE ROCK INTERNATIONAL

England & Wales - Charity number 1138433

Accounts

ONE ROCK INTERNATIONAL

Annual Report 2022



Helping Christian leaders start up and scale up church plants, charities and social enterprises

Charity Number 1138433
Company Number 07320145
Website www.onerockinternational.com

Directors & Trustees
Peter Calderbank (Chair)
Luke Hamlyn
Abigail Herring
Naomi Paul

Registered Office
c/o Church Office
Central Hall Westminster
Storey's Gate
London SW1H 9NH

Independent Examiner
Sue Monckton-Rickett
21 School Lane
Lawford Manningtree
Essex CO11 2HZ

Bankers
Barclays Bank
8 Alexandra Road
Wimbledon
London SW19 7JZ

US Board
Scott Stover (Chair)
Rev Kerry Purselle (Treasurer)
Paige Frost
Beau Adams
Melva Blanchard
David Blanchard
Joanna Williamson
Mark Williamson

2022 was the first full year of 'new normalcy' after Covid. Travel had opened up again, and face to face training events could take place, but people were still sceptical about turning up for 'in-person' events.

Like many others, we therefore kept a blend of in-person and online training and coaching. Our three focus regions were the UK, Rwanda and Malaysia & Singapore. We sent teams to deliver training workshops to audiences in London and Manchester, in Kigali, and in Singapore, Kuala Lumpur and Johor Bahru. In addition, we met with potential partners and explored networks in further cities of Liverpool & Newcastle (UK), and Penang & Kota Kinabalu (Malaysia).

In total we resourced one thousand people through in-person workshops, across 6 cities in 4 nations. Over 13,000 people accessed our online resources and articles through our blog. And 137 leaders received an in-depth year of ongoing training by joining one of our Institutes, in the UK, Rwanda, Malaysia or Singapore.

We're grateful for the 78 volunteers who served with us in 2022, either as mentors, as trainers, as online facilitators or as small group leaders, and helped us impact so many leaders for the Kingdom.



Mark Williamson
Chief Executive Officer

Dr Asia Williamson
International Director

UK Institute Stories

24 leaders graduated from the UK Institute in July 2022, with members spread across London, northern Ireland, Merseyside and Yorkshire.

A further 18 leaders joined the next course in September 2022 and will graduate in 2023.

Visions that our graduates are working towards include:

- 6 people starting or leading fresh expressions of church.
- Developing a Christian outdoor activity centre.
- Setting up a social enterprise on mental health for school children.
- Setting up an interfaith dialogue project to promote friendships across community divides.
- Starting an online testimony platform.
- Running holiday clubs for 50 children.
- Planning to start a mentoring company.
- Launching a music label to nurture upcoming artists in the gospel scene.

*“Fast paced course aimed at strengthening your leadership skills, spiritual formation and autonomy. I have learned who I am as a leader, what kind of leader I want to be, how I could work on that, and how I can best use my skills to serve.” **Jodi Paige***

*“My experience so far has been eye-opening and informative. The major benefit so far has been identifying the key factors in spiritual leadership and understanding my personality more and how that plays a part in my leadership role.” **Sarita Lightfoot Taylor***

*“I will consider more the influence I have on people, and work on building up the team, trying to be more Spirit-led, and serving with love and friendship, as I try to help those on the team develop as well.” **Melissa Newell***



“I’ve found the program to be so helpful. It’s teaching I engage with – it’s asking us what does our walk with God look like? What do our leadership skills look like? What sort of leader do we want to be? What are our gifts and are we using them well? The focus was always in the right place, God first. Then followed up with lots of good helpful information.

“In our small group people were asking questions like what would be your first step in exploring and experimenting with the dream God has given you? And other people were giving them contacts. It just felt so exciting to watch and unfold, and we all had that opportunity in the group.

*“I needed a practical business coach that understood the balance between being called and God-centred, and also being sustainable and financially viable. I needed time to have deep conversations with one person with specific expertise, and if I had chosen someone myself I wouldn’t have found anyone like Antoinette – she is amazing and certainly God’s answer to the need I had.” **Cathy Ward***



*What I love, love, love about One Rock International is the legacy of influence that they have in adults, 20-40 years old, whatever their sphere of life and influence is or their vocation is, however God is using them. We equip, invest in, mentor and coach these leaders to do greater things in God’s Kingdom. And it’s just a special privilege to play a small part in that.... and be a part of something incredible that God is doing around the world.” **Mark Hufford, UK Coach***

UK Workshops

Workshops on leadership, team dynamics and hospitality were run for Ivy Church, Jubilee Church, Renewal North West (a social enterprise), Central Hall Westminster and networks of Christian entrepreneurs in Manchester and London. 297 people attended these events.

“It just was amazing to see how much the content resonated with them, how thankful they were that we were there, you could tell they were just really excited to get some additional leadership skills... it was amazing to meet them and share the content with them and just hear their hearts to serve others, learn and grow from everything we were there to share with them.” **Katie Chastain**

“It has been a joy for our team and people to learn from One Rock, who not only taught on visionary servant leadership but modelled it for us so well. Practical teaching grounded in real life situations has already started to make a real difference for all that we are doing here in Manchester.”

Anthony Delaney, Ivy Church Senior Pastor



“The best training I have ever had on leadership and customer service.” **Renewal NW Employee**

“This was excellent training on customer service that has inspired my own training within the organisation.” **Renewal NW Employee**





“I personally felt that the organisation really had a gear shift when it comes to customer service with a serving mentality at the heart. This needed to be a heart based genuine response to really make a difference in peoples lives. This all fits so well with the example Christ sets in serving others and going the extra mile.” **Wesley Downs, Founder & CEO of Renewal North West**

“One Rock exposed us to content we otherwise would not have come in contact with. The unique delivery approach ensured we could all engage in a transformational way. We have been equipped to make changes that will impact our day-to-day lives, businesses, families, and our communities.”

Boomy Tokan, London Entrepreneurs Network



Rwanda Institute Stories

Komez Life host our Institute community in Kigali. We also work with other churches and organizations to train their members, and recruit Institute members from their networks.

In summer 2022 we had 12 leaders complete the first Rwanda Institute. These were handpicked leaders of charities, churches and businesses who will be coaches to younger leaders on future Institute.

26 leaders then began our second Rwanda Institute cohort in Sept 2022.



“I have had the opportunity to come to Kigali, Rwanda... This has been a truly amazing opportunity to come here, to meet the students that work with the One Rock Institute... to see these students and their passion for their visions, and how they want to serve others in their communities and beyond their communities has really been life changing. Just to see their passions and even more exciting to be able to continue at least a year relationship with my mentee, and see her grow in her occupation that she has, and also using her occupation to go and serve others. A fantastic trip and I would recommend it to anybody.” Gretchen Trotter, Rwanda Coach

“I’m learning a lot... how spiritual formation and leadership go hand in hand. The best leadership comes from those with the best spiritual foundation.” Ga-Yell Rutembesa

"I really thank everyone that has been part of this team and this program. Different people are going to be transformed by this programme. Thank you very much." **Julius Twahirwa**

"Every session has been amazing... my most helpful learning was about the vision telescope. It's been helping me in my decision making, and I'm looking forward to all the coming sessions." **Diana Uwera**



"It's very impactful. I learned a lot about leadership. Most of all I'm happy about how we have learned about vision; how as a leader we need to have a vision, and how I need to create that vision." **Grace Muhawenimana**



Rwanda Workshops

A total of 105 Rwandans attended special workshop days on servant leadership, Jesus-centred leadership, and hospitality, with partners including IFES Rwanda, Africa New Life Church and Dream Centre Hospital.

Singapore & Malaysia Workshops

Marketplace ministries and Business As Mission are fast growing in the region, and becoming the sole avenue for witnessing in a number of settings. One Rock has always existed to support young professionals from different spheres of influence and we are delighted to see there is so much interest and desire for it in SE Asia.

We began a conversation with Sojourn Café, who work with migrant workers in Singapore. There are 1 million migrant workers in Singapore; we are looking at equipping the staff of the Sojourn Café and helping them to equip migrant workers from Myanmar, Sri Lanka, Vietnam and beyond. We started a conversation about doing training in translation to Burmese in 2023, and also in Chinese.

We also met with the owners of the restaurant chain Yakun Kaya Toast, and are talking to them about how we can help their management team to build the company on biblical values. Yakun has 71 outlets in Singapore and is a well-respected and established brand.

Singapore is one of the most strategic locations for us in terms of future expansion, and a hub for working in the region. We have a fast growing network there and we are keen to put together a well curated, innovative program.

In total we trained 233 people in Singapore day workshops, and 201 people in Malaysia.



Malaysia Institute Stories

The Malaysia Institute launched with 22 young people, 22 mentors and an extra 14 individuals attending the training workshops.

"One Rock has been instrumental in guiding me spiritually and mentally as a Christian in the workplace. Most of us would have mentors from our corporate roles whose values and principles conflict with the principles set by the Bible.

"Having a mentor from the workplace that can guide you using Biblical principles is immensely critical. It has helped me understand I'm not alone as a Christian in the field and that we work to worship Him. It is fundamentally different from working to please ourselves and no one else."

Paul Chen, Business Development Engineer



"The mentoring conversations at the One Rock Institute was truly the highlight for me. My mentor played an instrumental role in helping me process and declutter my thoughts, providing valuable insights to navigate challenges, and she is consistently encouraging me with God's truths. Through the Word of God, she challenged my beliefs and brought the light of God into areas of darkness in my life. Her wisdom and patience have truly been invaluable, and I am incredibly grateful to God for blessing me with such an amazing mentor."

Caroline Chin, Relationship Manager, Commercial Banking

“Having a mentor has helped me in every aspect of life and it provided a safe space that allows me to be my most vulnerable and honest self. It has given me a new perspective and our session holds me accountable to my actions.

“Through the One Rock programme, I know about myself more and this helps me not only in my daily life, but also through tough days. It’s also an opportunity to connect and learn with Joanna, the other mentees, the Chick-fil-A team and guest speakers from around the world. I learnt that I am a work in progress and I believe that we are each uniquely gifted and are meant to contribute differently in life. Also, leadership is not about a position or title, it is about influence.

“This program has helped me become a better leader who wants to grow intentionally. This is the best investment I’ve made for myself and something that will stay with me always.”

Alissa Sun, Senior Expansion Manager, Automotive & Technology



“The things I have learnt from the One Rock programme include Unity in Diversity, Honesty, and Accountability.

“In a secular world, I think that it is pretty easy / convenient for young adults to reach out to secular individuals for perspective and opinions in their careers. Common advice such as embracing change or that the only constant in life is change are quite frequently mentioned and heard of. However, the One Rock Institute brings another dimension to the table, i.e. a Christ-centred perspective for Christians in the workplace. It taught me that the only constant in our life is our Lord Jesus Christ for He is the same, yesterday, today, and forever more. Amen.”

Joel Leow, Associate Analyst Foreign Exchange Policy, Banking & Finance

“The One Rock programme has been helpful as I have learned what it means and looks like to live out servant leadership in the workplace and in my personal life. This can be seen in not only doing your work well, but also in building meaningful relationships with people we may come across. I have learned that it’s important to be a good team player, to be humble to serve, hungry to grow, smart to innovate, and emotional to relate. I have also learned the importance of having relationships with people because we as humans are relational. I have been able to connect and build friendships through the programme.”

“Mentoring has been the best part of the programme for me because I was able to build a good relationship with my mentor from the very start. We were able to have open and honest conversations. These conversations have been very beneficial to my everyday life as well as my spiritual life.”

Samantha Ang, Early Childhood Educator, Education



**INDEPENDENT EXAMINERS REPORT
TO THE TRUSTEES OF
ONE ROCK INTERNATIONAL**

I have examined the accounts for the year ended 31 December 2022 on pages 15 to 21 following which have been prepared on the basis of the accounting policies set out on page 17.

Respective Responsibilities of Directors/Trustees and Examiner

The directors/trustees of the company are responsible for the preparation of accounts; they consider that the audit requirements under section 144 of the Charities Act 2011 do not apply but that an independent examination is needed. I have been appointed to conduct an Independent Examination required by section 145 of the Charities Act 2011 and to report in accordance with the regulations made under section 145 of that Act. It is my responsibility to examine the accounts, without performing an audit, and to report to the trustees.

Having satisfied myself that the company is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

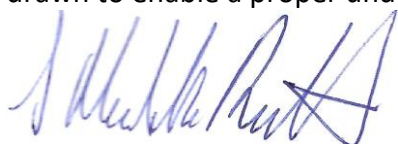
- (1) examine the accounts under section 145 of the Charities Act 2011;
- (2) follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011;
- (3) state whether particular matters have come to my attention.

Basis of Examiner's Statement

This report is in respect of an examination carried out under section 145 of the Charities Act 2011, and in accordance with the general directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity, and a comparison of the accounts presented with those records. It also includes a review of the accounts and making such enquiries as are necessary for the purpose of this report. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Examiner's Statement

Based on my examination, no matter has come to my attention which gives me reasonable cause to believe that in any material respect, accounting records have not been kept in accordance with section 386 of the Companies Act 2006, or that the accounts presented do not accord with those records, or comply with the accounting requirements of section 396 of the Companies Act 2006. No matter has come to my notice in connection with my examination to which, in my opinion, attention should be drawn to enable a proper understanding of the accounts.



Susan Monckton-Rickett FCCA
21 School Lane
Lawford Manningtree
Essex CO11 2HZ

27 July 2023

The notes on pages 17-20 form part of these accounts.

ONE ROCK INTERNATIONAL
STATEMENT OF FINANCIAL ACTIVITIES WITH COMPARATIVES
FOR THE YEAR ENDED 31 DECEMBER 2022

	Unrestricted Funds		Restricted Funds		TOTAL FUNDS	
	2022	2021	2022	2021	2022	2021
	£	£	£	£	£	£
INCOME AND ENDOWMENTS FROM						
Donations and Legacies	55,766	60,348	51,544	25,000	107,310	85,348
Charitable Activities	8,816	1,086	-	-	8,816	1,086
Total Income and Endowments	64,583	61,434	51,544	25,000	116,127	86,434
EXPENDITURE ON						
Charitable activities	55,889	32,641	51,544	38,778	107,432	71,419
Total Expenditure	55,889	32,641	51,544	38,778	107,432	71,419
Net Income / (Expenditure)	8,694	28,792	0	-13,778	8,694	15,015
Transfer Between Funds	0	0	0	0	0	0
Net Movement in Funds	8,694	28,792	0	-13,778	8,694	15,015
Reconciliation of Funds						
Total Funds Brought Forward	80,710	51,918	-	13,778	80,710	65,696
Total Funds Carried Forward	89,404	80,710	0	-	89,404	80,710

**ONE ROCK INTERNATIONAL
BALANCE SHEET
FOR THE YEAR ENDED 31 DECEMBER 2022**

	Note	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
CURRENT ASSETS					
Debtors	5	-		-	22,741
Cash at Bank	6	89,405	0	89,405	57,969
TOTAL CURRENT ASSETS		89,405	0	89,405	80,710
CURRENT LIABILITIES					
Liabilities falling due within one year	7	-		-	-
NET ASSETS		89,405	0	89,405	80,710
FUND BALANCES					
General Funds	8	89,404	0	89,404	80,710
Restricted Funds	8			-	-
		89,404	0	89,404	80,710

For the year ended 31 December 2022 the company was entitled to the exemption from audit under Section 477 of the Companies Act 2006 relating to small companies.

Responsibilities of directors/trustees:

a. The members have not required the charitable company to obtain an audit of its accounts for the year in question in accordance with Section 476 of the Companies Act - however, in accordance with Section 145 of the Charities Act 2011 the accounts have been examined by an independent examiner whose report forms part of this document.

b. The directors/trustees acknowledge their responsibilities for complying with the requirements of the Companies 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.

Approved by the Directors and signed on their behalf on the 20 July 2023 by:

Peter Calderbank (Chair of Trustees)

Company number: 07320145

Charity number: 1138433

The notes on page 17-20 form part of these accounts.

ONE ROCK INTERNATIONAL
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2022

1 Accounting Policies

The accounts have been prepared under the historic cost convention, 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). The following are the accounting policies which have been applied in dealing with material items:-

a) Donated and grant income

Donated income and grants receivable are taken into account when received by the charity. Income received in circumstances where a claim for repayment of tax has been or will be made to HM Revenue & Customs is grossed up for the tax recoverable. Any amount of tax reclaimed from HM Revenue & Customs but not yet received is shown within the charity's debtors.

The charity has relied significantly upon volunteers in carrying out its activities during the year. In accordance with paragraph 6.18 of the SORP, the role of volunteers has not been recognised as income from donated services in the accounts.

b) Other income and expenditure

Investment income is taken into account when receivable and expenditure, including irrecoverable VAT, when incurred by the charity, regardless of when payment is made. Grants payable are taken into account at the earlier of when they are paid or become constructive obligations. Fees for courses are recognised in line with stage of completion of the course.

c) Funds

Unrestricted funds are donations and other income received or generated for the objects of the charity without specified purpose and are available for purposes as directed by the trustees. Restricted funds are amounts received where the donor has specified the purpose for which it should be used.

d) Fixed assets and depreciation

Fixed assets acquired for use by the charity are capitalised and depreciated over their estimated useful life unless they cost less than £1,000 when they are written off on purchase.

e) Pension costs

The company operates a defined contribution scheme for certain of its employees. Pension premiums are charged as they are paid.

f) Taxation

The company is a registered charity and is exempt from taxation under the Income & Corporation Taxes Acts.

g) Cashflow statement

The company has taken advantage of the exemption provided by the FRS 102 SORP and has not prepared a Cash Flow Statement for the year.

**ONE ROCK INTERNATIONAL
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

2 Voluntary income

	Unrestricted Funds 2022	Restricted Funds 2022	Total Funds 2022	Total Funds 2021
	£	£	£	£
One Rock America Donations	47,826		47,826	53,189
Other General Donations	7,940		7,940	32,159
Grants		23,000	23,000	-
Charitable Activities	8,816		8,816	1,086
Ukraine Fund		28,544	28,544	
Tax Recoverable	-		-	-
	64,583	51,544	116,127	86,434

3 Charitable Activity

	Unrestricted Funds 2022	Restricted Funds 2022	Total Funds 2022	Total Funds 2021
	£	£	£	£
a. Direct Charitable Costs				
Costs of Training Courses	8,536	28,544	37,079	5,793
Staff Salaries and Costs	35,593	23,000	58,593	58,609
Staff Travel and Expenses	4,666		4,666	711
Equipment	2,530		2,530	4,133
Other Operating Costs	3,964		3,964	1,511
Miscellaneous Expenses			-	50
	55,289	51,544	106,832	70,806
b. Support & Administration				
Governance Costs	600		600	613
	600	0	600	613
Combined Charitable Activity Costs	55,889	51,544	107,432	71,419

4. Staff & Trustees

	2022	2021
	£	£
Gross wages, salaries & benefits in kind	54,242	57,306
Employer's National insurance Costs	1,304	1,304
Total Staff Costs	55,546	58,609

**ONE ROCK INTERNATIONAL
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

No staff received salaries at a rate of more than £60,000 per annum.

Remuneration payable to key management (excluding trustees) amounted to £55,546 in the year (2021: £58,390).

Key management is considered to cover key staff, the international directors, who are directly employed by the charity.

No remuneration was paid to any trustee during the year nor to any person connected to them. No trustee received reimbursed expenses.

The total amount of donations funded by trustees was £469. No other transactions have taken place with related parties during the year.

5. Debtors and Prepayments

	2022	2021
	£	£
Tax recoverable	-	-
Fees Receivable	-	-
	<u>-</u>	<u>-</u>

6. Cash at Bank and In Hand

	2022	2021
	£	£
Bank operating accounts	89,404	57,970
	<u>89,404</u>	<u>57,970</u>

7 Creditors: Liabilities Falling Due Within One Year

	2022	2021
	£	£
Trade Creditors	0	0
Accruals	0	0
Deferred Income	0	0
	<u>0</u>	<u>0</u>

8. Funds	Fixed Assest	Bank & Cash	Other Net	Total
	£	Balances	Assets	£
		£	£	
Restricted Funds		0	-	0
Unrestricted Funds	-	80,710	-	80,710
	<u>-</u>	<u>80,710</u>	<u>-</u>	<u>80,710</u>

The restricted funds represent amounts received for specific purposes and the movement in the year are as follows:

**ONE ROCK INTERNATIONAL
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

	Opening Balance	Incoming Resources	Outgoing Resources	Transfers in the Year	Closing Balance
	£	£	£	£	£
Grants for Project Staff & Project Costs	-	51,544	-51,544	-	0

9. Members

Each member of the company commits to contribute if the charity is wound up an amount of £10.

ONE ROCK INTERNATIONAL
DETAILED STATEMENT OF FINANCIAL ACTIVITIES WITH COMPARATIVES
FOR THE YEAR ENDED 31 DECEMBER 2021

	Unrestricted Funds		Restricted Funds		TOTAL FUNDS	
	2021	2020	2021	2020	2021	2020
	£	£	£	£	£	£
Donations and Legacies	60,348	50,189	25,000	28,778	85,348	78,967
Charitable Activities	1,086	4,818	-	-	1,086	4,818
Total Income and Endowments	61,434	55,007	25,000	28,778	86,434	83,785
EXPENDITURE ON						
Charitable activities	32,641	34,518	38,778	32,500	71,419	67,018
Total Expenditure	32,641	34,518	38,778	32,500	71,419	67,018
Net Income / (Expenditure)	28,792	20,488	-13,778	-3,722	15,014	16,767
Transfer Between Funds	0	0	0	0	0	0
Net Movement in Funds	28,792	20,488	-13,778	-3,722	15,014	16,767
Reconciliation of Funds						
Total Funds Brought Forward	51,918	31,430	13,778	17,500	65,696	48,930
Total Funds Carried Forward	80,711	51,918	0	13,778	80,711	65,696

ONE ROCK INTERNATIONAL

England & Wales - Charity number 1138433

Accounts



**One Rock International
Annual Report & Accounts 2021**

Charity Number 1138433
Company Number 07320145
Website www.onerockinternational.com

Directors & Trustees
Peter Calderbank (Chair)
Luke Hamlyn
Abigail Herring
Naomi Paul

Registered Office
c/o Church Office
Central Hall Westminster
Storey's Gate
London SW1H 9NH

Independent Examiner
Sue Monckton-Rickett
21 School Lane
Lawford Manningtree
Essex CO11 2HZ

Bankers
Barclays Bank
8 Alexandra Road
Wimbledon
London SW19 7JZ

US Board
Scott Stover (Chair)
Rev Kerry Purselle (Treasurer)
Paige Frost
Beau Adams
Melva Blanchard
David Blanchard
Joanna Williamson
Mark Williamson

2021 was a second year of all our training and coaching taking place online due to the Covid pandemic.

We focussed on our Institute cohorts, and trained these people to a greater depth. **Institutes** took place online **in the UK and in Rwanda**, with each group featuring online workshops, coaching, videos & articles, Remarkable Lives biographies, and PEAKS personality profiles. Through all these features we helped each Institute member to develop a personal **Rhythm of Life**, a **Vision Profile**, and a **Project Leadership Plan**.

These people include **missional communities founders** and **youth workers** in the UK, **charity founders** and **business entrepreneurs** in Rwanda, and **church planters** in Brazil.

Also cohorts of **Institute coaches from Malaysia, Singapore and Myanmar** received **regular online workshops**, so they will be ready to coach leaders on future Institutes in these nations in 2022 and beyond.

In addition we continued to run **online webinars**, launched the **new FutureFit program** for young Malaysian leaders to equip them for the marketplace, mobilised more **volunteer coaches and group facilitators** than ever before, and saw **more people access our online blog** articles than in any previous year.

We were excited to see travel restrictions finally begin to lift around the world in late 2021. In the coming years we plan to run hybrid programmes that combine online resources with face to face workshops – making our training and coaching courses even more effective.

Thanks for your involvement, and your support!

Mark Williamson, Chief Executive Officer

Dr Joanna E. Williamson, International Director

“We had an **amazing Institute** here in Rwanda, and we covered so many topics, but one in particular that is close to my heart is **building teams**. Since then I’ve been on a journey of building a good team for my organisation. My take is **successful teams occur when people do what they’re good at, with people they like, for a cause they believe in**. I look forward to another amazing Institute next year!”

Serge Kamari, host of Rwanda Institute and Executive Director of Komeza Life



“It’s been a brilliant year. **Everything has been great** – the teaching, the coaching, the PEAKS profile, the assignments that we’ve been given to help us articulate and create our vision and mission... **This course has really helped me consolidate my thinking**... It’s such good value for money, it’s worth every penny, and I’m really grateful to God that it fell into my path. If you’re at all thinking about **exploring a call to mission or ministry** but are not sure exactly that the next step is **I can’t recommend it highly enough.**”

Laura Mitchell, UK Institute member



“I am from Shelter Them; we help vulnerable children in Rwanda to become independent adults.... As part of the Rwanda Institute we have been receiving coaching, and **my favourite moment of 2021** was when **we [our team] sat down with you to work on our mission and vision.** That **has brought so much clarity on our work** and what we are doing with our people in Rwanda. Thank you so much for your support and your work.”

Josephine Murphy, NGO founder in Rwanda



“I know more **about God**, know more **about myself**, I can grow in my relationship with God, and also grow in my capacity to love others. **It’s been awesome** to be part of the One Rock Institute and **I can’t wait to see what God has in store** for us.”

Matheus Felipe Gaudencio Silva,
Brazil Church Planter



“The part that stood out for me was on spiritual formation... knowing that **I’m supposed to be operating from a cycle of grace** and not a cycle of works really changed the way I view things. Knowing that **I’ve already been accepted by Jesus Christ**, it’s easier to produce fruit because I’m working from a place of acceptance... **as a leader these are great skills to share** with the people I’m working with.”

Ruda Mvundura, UK Youth Worker



“The One Rock Project with DUMC in Malaysia operated like a mini leadership MBA that blends together leadership development, coaching/mentoring, and spiritual formation. Joanna curated world-class resources from top thinkers in the academia and seminary spaces and pulled together tools that are applicable to our organizations... The participants in the One Rock session are extremely accomplished and respected professionals and I benefited greatly from our time together. I look forward to future opportunities to partner with One Rock.”

Morris Li, online facilitator from the USA



“I love the emphasis about service, and Jesus. **Looking at how Jesus served** was really eye opening. We all look at Jesus in so many different other ways and sometimes we miss the fact that **he was actually a leader**, so looking at his different attributes was really cool... When I look at Jesus’ traits and the emphasis on love and friendship, I want to incorporate the **love** and the **friendship** dynamic more into **my own work and leadership.**”

Sarah-Jane Suett, UK Institute member

“It’s very easy to seek secular advice... however I think **the FutureFit program is different** because it brings another dimension to the table – a Christian perspective... Instead of common advice such as ‘the only constant in life is change’, it teaches me that ‘**the only constant in my life is our Lord Jesus Christ**’, for He is the same yesterday, today and forevermore.”

Joel Leow, Malaysia FutureFit participant

“I’m a coach with the UK Institute. I really enjoy working with One Rock... we help them [Institute members] with the practical side of things, **applying their Christian faith** in the workplace... whether that is in a church setting, in charity or often in business. **Really, really satisfying** and **I really enjoy it**. Thank you One Rock.”

James Talbot, UK coach



**INDEPENDENT EXAMINERS REPORT
TO THE TRUSTEES OF
ONE ROCK INTERNATIONAL**

I have examined the accounts for the year ended 31 December 2021 on pages 12 to 18 following which have been prepared on the basis of the accounting policies set out on page 14.

Respective Responsibilities of Directors/Trustees and Examiner

The directors/trustees of the company are responsible for the preparation of accounts; they consider that the audit requirements under section 144 of the Charities Act 2011 do not apply but that an independent examination is needed. I have been appointed to conduct an Independent Examination required by section 145 of the Charities Act 2011 and to report in accordance with the regulations made under section 145 of that Act. It is my responsibility to examine the accounts, without performing an audit, and to report to the trustees.

Having satisfied myself that the company is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- (1) examine the accounts under section 145 of the Charities Act 2011;
- (2) follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011;
- (3) state whether particular matters have come to my attention.

Basis of Examiner's Statement

This report is in respect of an examination carried out under section 145 of the Charities Act 2011, and in accordance with the general directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity, and a comparison of the accounts presented with those records. It also includes a review of the accounts and making such enquiries as are necessary for the purpose of this report. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Examiner's Statement

Based on my examination, no matter has come to my attention which gives me reasonable cause to believe that in any material respect, accounting records have not been kept in accordance with section 386 of the Companies Act 2006, or that the accounts presented do not accord with those records, or comply with the accounting requirements of section 396 of the Companies Act 2006. No matter has come to my notice in connection with my examination to which, in my opinion, attention should be drawn to enable a proper understanding of the accounts.

Susan Monckton-Rickett FCCA 27 September 2022
21 School Lane
Lawford Manningtree
Essex CO11 2HZ

The notes on pages 14-17 form part of these accounts.

**ONE ROCK INTERNATIONAL
BALANCE SHEET
FOR THE YEAR ENDED 31 DECEMBER 2021**

	Note	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
CURRENT ASSETS					
Debtors	5	22,741		22,741	-
Cash at Bank	6	57,970	-	57,970	65,696
TOTAL CURRENT ASSETS		80,711	-	80,711	65,696
CURRENT LIABILITIES					
Liabilities falling due within one year	7	-		-	-
NET ASSETS		80,711	-	80,711	65,696
FUND BALANCES					
General Funds	8	80,711	-	80,711	51,918
Restricted Funds	8			-	13,778
		80,711	-	80,711	65,696

For the year ended 31 December 2021, the company was entitled to the exemption from audit under Section 477 of the Companies Act 2006 relating to small companies.

Responsibilities of directors/trustees:

a. The members have not required the charitable company to obtain an audit of its accounts for the year in question in accordance with Section 476 of the Companies Act - however, in accordance with Section 145 of the Charities Act 2011 the accounts have been examined by an independent examiner whose report forms part of this document.

b. The directors/trustees acknowledge their responsibilities for complying with the requirements of the Companies 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.

Approved by the Directors and signed on their behalf on the 27 September 2022 by:

Peter Calderbank

Company number: 07320145

Charity number: 1138433

The notes on page 14-17 form part of these accounts.

ONE ROCK INTERNATIONAL
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2021

1 Accounting Policies

The accounts have been prepared under the historic cost convention, 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). The following are the accounting policies which have been applied in dealing with material items:-

a) Donated and grant income

Donated income and grants receivable are taken into account when received by the charity. Income received in circumstances where a claim for repayment of tax has been or will be made to HM Revenue & Customs is grossed up for the tax recoverable. Any amount of tax reclaimed from HM Revenue & Customs but not yet received is shown within the charity's debtors.

The charity has relied significantly upon volunteers in carrying out its activities during the year. In accordance with paragraph 6.18 of the SORP, the role of volunteers has not been recognised as income from donated services in the accounts.

b) Other income and expenditure

Investment income is taken into account when receivable and expenditure, including irrecoverable VAT, when incurred by the charity, regardless of when payment is made. Grants payable are taken into account at the earlier of when they are paid or become constructive obligations. Fees for courses are recognised in line with stage of completion of the course.

c) Funds

Unrestricted funds are donations and other income received or generated for the objects of the charity without specified purpose and are available for purposes as directed by the trustees. Restricted funds are amounts received where the donor has specified the purpose for which it should be used.

d) Fixed assets and depreciation

Fixed assets acquired for use by the charity are capitalised and depreciated over their estimated useful life unless they cost less than £1,000 when they are written off on purchase.

e) Pension costs

The company operates a defined contribution scheme for certain of its employees. Pension premiums are charged as they are paid.

f) Taxation

The company is a registered charity and is exempt from taxation under the Income & Corporation Taxes Acts.

g) Cashflow statement

The company has taken advantage of the exemption provided by the FRS 102 SORP and has not prepared a Cash Flow Statement for the year.

**ONE ROCK INTERNATIONAL
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

2 Voluntary income

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
One Rock America Donations	53,189		53,189	40,994
Other General Donations	7,159	25,000	32,159	12,973
Grants		-	-	25,000
Charitable Activities	1,086		1,086	4,818
Tax Recoverable	-		-	-
	61,434	25,000	86,434	83,785

3 Charitable Activity

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
a. Direct Charitable Costs				
Costs of Training Courses	5,793		5,793	3,729
Staff Salaries and Costs	19,831	38,778	58,609	58,390
Staff Travel and Expenses	711		711	331
Equipment	4,133		4,133	1,969
Other Operating Costs	1,511		1,511	1,479
Misceallanous Expenses	50		50	507
	32,028	38,778	70,806	66,405
b. Support & Administration				
Governance Costs	613		613	613
	613	0	613	613
Combined Charitable Activity Costs	32,641	38,778	71,419	67,018

4. Staff & Trustees

	2021 £	2020 £
Gross wages, salaries & benefits in kind	57,306	53,075
Employer's National insurance Costs	1,304	5,314
Total Staff Costs	58,609	58,390

ONE ROCK INTERNATIONAL
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2021

No staff received salaries at a rate of more than £60,000 per annum.

Remuneration payable to key management (excluding trustees) amounted to £57,306 in the year (2020: £58,390).

Key management is considered to cover key staff, the international directors, who are directly employed by the charity.

No remuneration was paid to any trustee during the year nor to any person connected to them. No trustee received reimbursed expenses.

The total amount of donations funded by trustees was £480

No other transactions have taken place with related parties during the year.

Fees payable to Sue Monckton-Rickett, other than for the annual accounts and independent examination, totaled £nil.

5. Debtors and Prepayments

	2021	2020
	£	£
Tax recoverable	-	-
Fees Receivable	22,741	-
	<u>22,741</u>	<u>-</u>

6. Cash at Bank and In Hand

	2021	2020
	£	£
Bank operating accounts	57,970	65,696
	<u>57,970</u>	<u>65,696</u>

7 Creditors: Liabilities Falling Due Within One Year

	2021	2020
	£	£
Trade Creditors	0	0
Accruals	0	0
Deferred Income	0	0
	<u>0</u>	<u>0</u>

8. Funds

	Fixed Assets	Bank & Cash Balances	Other Net Assets	Total
	£	£	£	£
Restricted Funds		0	0	0
Unrestricted Funds	0	57,969	22,741	80,711
	<u>0</u>	<u>57,969</u>	<u>22,741</u>	<u>80,711</u>

The restricted funds represent amounts received for specific purposes and the movement in the year are as follows:

**ONE ROCK INTERNATIONAL
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

	Opening Balance	Incoming Resources	Outgoing Resources	Transfers in the Year	Closing Balance
	£	£	£	£	£
Grants for Project Staff & Project Costs	13,778	25,000	-38,778	-	-

9. Members

Each member of the company commits to contribute if the charity is wound up an amount of £10

ONE ROCK INTERNATIONAL
DETAILED STATEMENT OF FINANCIAL ACTIVITIES WITH COMPARATIVES
FOR THE YEAR ENDED 31 DECEMBER 2021

	Unrestricted Funds		Restricted Funds		TOTAL FUNDS	
	2021	2020	2021	2020	2021	2020
	£	£	£	£	£	£
Donations and Legacies	60,348	50,189	25,000	28,778	85,348	78,967
Charitable Activities	1,086	4,818	-	-	1,086	4,818
Total Income and Endowments	61,434	55,007	25,000	28,778	86,434	83,785
EXPENDITURE ON						
Charitable activities	32,641	34,518	38,778	32,500	71,419	67,018
Total Expenditure	32,641	34,518	38,778	32,500	71,419	67,018
Net Income / (Expenditure)	28,792	20,488	-13,778	-3,722	15,014	16,767
Transfer Between Funds	0	0	0	0	0	0
Net Movement in Funds	28,792	20,488	-13,778	-3,722	15,014	16,767
Reconciliation of Funds						
Total Funds Brought Forward	51,918	31,430	13,778	17,500	65,696	48,930
Total Funds Carried Forward	80,711	51,918	0	13,778	80,711	65,696

ONE ROCK INTERNATIONAL

England & Wales - Charity number 1138433

Accounts



Annual Report 2020



What we have gained by losing?

www.onerockinternational.com

www.shelives.net

2020 ANNUAL REPORT

One Rock International is a registered charity and company in the United Kingdom, and a registered 501(c)3 non-profit in the United States.

Charity Number	1138433
Company Number	07320145
Website	www.onerockinternational.com
Directors & Trustees	Peter Calderbank (Chair) Luke Hamlyn Abigail Herring Naomi Paul (appointed 11 Sept 2020) Frances Miles (resigned 31 Dec 2020)
Registered Office	c/o Church Office Central Hall Westminster Storey's Gate London SW1H 9NH
Independent Examiner	Sue Monckton-Rickett 21 School Lane Lawford, Manningtree Essex CO11 2HZ
Bankers	Barclays Bank 8 Alexandra Road Wimbledon London SW19 7JZ
US Board	Scott Stover (Chair) Rev Kerry Purselle Paige Frost Dr Beau Adams Melva Blanchard David Blanchard Joanna Williamson Mark Williamson

2020 ANNUAL REPORT

Like for every other organisation around the world, 2020 was a year of adapting to Covid. We were able to deliver face to face training sessions in January and February (in Brazil and in Rwanda) but from March onwards we shifted all our training online.

Yet this challenge led to the creation of a new way of structuring what has become our flagship one year Institute program. “What have we gained by losing?” has been a question we have returned to throughout the year. We undoubtedly lost a lot due to the pandemic. But we have also gained numerous things:

- More people were able to access our Institutes, so there was a big increase in the number attending our ongoing, one year training programs.
- We learned new ways to deliver online training; our common format has become short talks followed by small group discussion, with trained small group facilitators leading these conversations and helping members immediately think through how to start applying the training content to their lives.
- The ability to share articles, podcasts and video clips for members to work through in between online workshop classes.
- All this led to us upgrading our Leadership Academy and rebranding it as the One Rock Institute.
- We have also delivered longer workshops online featuring training content plus Q&A. These can last up to 3-4 hours, and are used not only to equip leaders, but also to market the Institute to the next potential group of members.
- And we have run shorter webinars featuring talks, panels of experts, small group discussions and Q&A, again to equip leaders and inspire people to join the Institute.

In all we saw more demand for our work in 2020 than any previous year. The speed with which we moved our programs online, coupled with the numbers of people at home who now wanted to access training, meant we have engaged with more people through ongoing training programs than in any previous year. These included Institutes in the UK and Rwanda, ongoing mentor training programs in Malaysia, Myanmar and Singapore, SheLives groups in Brazil and Rwanda, and webinar series in the US and Malaysia.

Mark Williamson, Chief Executive

Dr Joanna Williamson, International Director

2020

HEADLINE NUMBERS

82

Volunteers (Coaches, Mentors, Small Group Facilitators)

101

Institute Members (UK, Rwanda, Malaysia, Myanmar, Singapore)

36

SheLives Orchard Members (UK, USA, Rwanda)

303

Webinar attendees (UK, USA, Rwanda, Malaysia, Singapore, Rwanda, Brazil)

10,324

Accessed online articles (from 151 nations around the world)

Alongside these achievements we also:

- Created the online Institute; adapting to online training and incorporating the PEAKS personality profile
- Started creation of www.onerockinstitute.com eLearning website
- Further developed Pathways by writing a *How To Pray* course

London Stories

“My PEAKS profile report addressed areas of strengths and limitations within my leadership competencies... it’s helped me identify the areas I need to focus on... I now believe that I can work around the negative voices that have limited me from telling my truth and inspiring a generation of young Christians... I love it – it’s practical, engaging and propels my passion for solving problems that are Kingdom oriented.”

Folu Ayoola, social entrepreneur

“Very inspiring. I have learned what makes a great leader, developed my faith and relationship with God, and am now more confident in taking a lead. The workshop has been filled with knowledge and motivating.”

Nina Fosu, youth worker





Lifeshape Partner Stories

"I've been partnering with One Rock on doing mentoring through Zoom and WhatsApp. We're adapting to the pandemic challenges that we've been faced with. And I just want to say that I am really pleasantly pleased and surprised at the impact we're continuing to have on the candidates going through this mentoring and leadership development class and process."

Caleb Mathis

"Earlier this year we did Orchard with some ladies in Rwanda and in London, and it was wonderful getting to hear their hearts and seeing how we can grow in the Lord together... We are getting to do it all across the world - what a privilege to get to do that."

Stefanie Bryant

Malaysia Stories

“The reading materials created a different perspective of things. It allows you to look at things from a different angle.” Linda Chew

“It gives me confidence in the mentoring journey. I now know that I don't have to be in a senior leadership position or a subject matter expert to become a mentor. What really matters is the heart, the willingness to build relationships, to share your life experience, to ask them good questions and also ultimately pointing them to God... I really liked the good balance of teaching and discussion. I love it that we have a good perspective of Asian and Western mentors, and learn from the rest of the world about best practices and advice.” Young Lee





Rwanda Stories

“We started in person classes and then when the pandemic started, we switched to online classes and it's been amazing. We didn't know what to expect. We didn't know how it was going to go, but we're thankful. And thank God that we're still going... it's been amazing really, because I had some discussion with the participants and they tell me how helpful the program is being in their daily leadership work.”

Serge Kamari, missionary

“I started learning since June the Cycle of Grace, which was preparing me to understand clearly to balance the Inputs and Outputs... I learned to define clearly leadership, to understand the vision, to discern the vision, which in the Cycle of Grace is the Output. And then how to link it with the Input about spiritual formation, to understand the gifts of the Spirit, the spiritual disciplines. So to balance it with the Output, with leadership skills, it became easier to do what I do, and to serve people well. Thanks so much!”

Jules Higirow, charity CEO

INDEPENDENT EXAMINERS REPORT

I have examined the accounts for the year ended 31 December 2020 on pages 12 to 17 following which have been prepared on the basis of the accounting policies set out on page 14-17.

Respective Responsibilities of Directors/Trustees and Examiner

The directors/trustees of the company are responsible for the preparation of accounts; they consider that the audit requirements under section 144 of the Charities Act 2011 do not apply but that an independent examination is needed. I have been appointed to conduct an Independent Examination required by section 145 of the Charities Act 2011 and to report in accordance with the regulations made under section 145 of that Act. It is my responsibility to examine the accounts, without performing an audit, and to report to the trustees.

Having satisfied myself that the company is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- (1) examine the accounts under section 145 of the Charities Act 2011;
- (2) follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011;
- (3) state whether particular matters have come to my attention.

Basis of Examiner's Statement

This report is in respect of an examination carried out under section 145 of the Charities Act 2011, and in accordance with the general directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity, and a comparison of the accounts presented with those records. It also includes a review of the accounts and making such enquiries as are necessary for the purpose of this report. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Examiner's Statement

Based on my examination, no matter has come to my attention which gives me reasonable cause to believe that in any material respect, accounting records have not been kept in accordance with section 386 of the Companies Act 2006, or that the accounts presented do not accord with those records, or comply with the accounting requirements of section 396 of the Companies Act 2006. No matter has come to my notice in connection with my examination to which, in my opinion, attention should be drawn to enable a proper understanding of the accounts.

Susan Monckton-Rickett FCCA
21 School Lane
Lawford Manningtree
Essex CO11 2HZ

23 August 2021

STATEMENT OF FINANCIAL ACTIVITIES

FOR YEAR ENDED 31 DECEMBER 2020

	Note	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
INCOME					
Donations and Grants		50,189	28,778	78,967	110,687
Charitable Activities		4,818	-	4,818	17,687
Total Income and Endowments		55,007	28,778	83,785	128,374
EXPENDITURE					
Charitable Activities		34,518	32,500	67,018	89,441
Total Expenditure		34,518	32,500	67,018	89,441
Net Income / (Expenditure)		20,488	3,722	16,767	38,933
Transfer Between Funds		-	-	-	-
Net Movement in Funds		-	-	-	-
Reconciliation of Funds					
Total Funds Brought Forward		31,430	17,500	48,930	9,997
Total Funds Carried Forward		51,918	13,778	65,697	48,930

The notes on pages 12-15 form part of these accounts.

BALANCE SHEET AS AT 31 DECEMBER 2020

	Note	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
CURRENT ASSETS					
Debtors	5	-	-	-	-
Cash at Bank	6	51,918	13,778	65,696	48,930
TOTAL CURRENT ASSETS		51,918	13,778	65,696	48,930
CURRENT LIABILITIES					
Liabilities falling due within one year	7	-	-	-	-
NET ASSETS		51,918	13,778	65,696	48,930
FUND BALANCES					
General Funds	8	51,918	13,778	65,696	48,930
		51,918	13,778	65,696	48,930

For the year ended 31 December 2020, the company was entitled to the exemption from audit under Section 477 of the Companies Act 2006 relating to small companies.

Responsibilities of directors/trustees:

- The members have not required the charitable company to obtain an audit of its accounts for the year in question in accordance with Section 476 of the Companies Act - however, in accordance with Section 145 of the Charities Act 2011 the accounts have been examined by an independent examiner whose report forms part of this document.
- The directors/trustees acknowledge their responsibilities for complying with the requirements of the Companies 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. Approved by the Directors and signed on their behalf on the 28 September 2021 by:

Peter Calderbank
Company number: 07320145
The notes on page 12-15 form part of these accounts.

Charity number: 1138433

NOTES TO THE ACCOUNTS

1 Accounting Policies

The accounts have been prepared under the historic cost convention, 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). The following are the accounting policies which have been applied in dealing with material items:-

a) Donated and grant income

Donated income and grants receivable are taken into account when received by the charity. Income received in circumstances where a claim for repayment of tax has been or will be made to HM Revenue & Customs is grossed up for the tax recoverable. Any amount of tax reclaimed from HM Revenue & Customs but not yet received is shown within the charity's debtors.

The charity has relied significantly upon volunteers in carrying out its activities during the year. In accordance with paragraph 6.18 of the SORP, the role of volunteers has not been recognised as income from donated services in the accounts.

b) Other income and expenditure

Investment income is taken into account when receivable and expenditure, including irrecoverable VAT, when incurred by the charity, regardless of when payment is made. Grants payable are taken into account at the earlier of when they are paid or become constructive obligations. Fees for courses are recognised in line with stage of completion of the course.

c) Funds

Unrestricted funds are donations and other income received or generated for the objects of the charity without specified purpose and are available for purposes as directed by the trustees. Restricted funds are amounts received where the donor has specified the purpose for which it should be used.

d) Fixed assets and depreciation

Fixed assets acquired for use by the charity are capitalised and depreciated over their estimated useful life unless they cost less than £1,000 when they are written off on purchase.

e) Pension costs

The company operates a defined contribution scheme for certain of its employees. Pension premiums are charged as they are paid.

f) Taxation

The company is a registered charity and is exempt from taxation under the Income & Corporation Taxes Acts.

g) Cashflow statement

The company has taken advantage of the exemption provided by the FRS 102 SORP and has not prepared a Cash Flow Statement for the year.

2. Income

	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
One Rock USA Donations	40,994	-	40,994	58,418
Other General Donations	9,195	3,778	12,973	9,669
Grants	-	25,000	25,000	42,600
Charitable Activities	4,818	-	4,818	17,687
	55,007	28,778	83,785	128,374

3. Charitable Activity

	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
a. Direct Charitable Costs				
Costs of Training Courses	3,729		3,729	23,402
Staff Salaries and Costs	25,890	32,500	58,390	61,444
Staff Travel and Expenses	331		331	302
Equipment	1,969		1,969	1,071
Other Operating Costs	1,479		1,479	1,081
Miscellaneous Expenses	507		507	1,528
	33,905	32,500	66,405	88,828
b. Support & Administration				
Governance Costs	613		613	613
	613	-	613	613
Combined Charitable Activities	34,518	32,500	67,018	89,441

	2020 £	2019 £
4. Staff & Trustees		
Gross wages, salaries & benefits in kind	53,075	58,667
Employer's National Insurance Costs	5,314	2,777
Total Staff Costs	58,390	61,444

The charity has 2 full time equivalent employed staff. Its activities are generally carried out by volunteers. No staff received salaries at a rate of more than £60,000 per annum. Remuneration payable to key management (excluding trustees) amounted to £58,390 in the year (2018: £61,444). Key management is considered to cover the chief executive and the international director, who are directly employed by the charity. No remuneration was paid to any trustee during the year nor to any person connected to them. No trustee received reimbursed expenses. The total amount of donations funded by trustees was £660. No other transactions have taken place with related parties during the year. Fees payable to Sue Monckton-Rickett, other than for the annual accounts and independent examination, totaled £nil.

5. Debtors and Prepayments

	2019	2018
	£	£
Tax recoverable	-	-
Fees Receivable	-	-
	<u>-</u>	<u>-</u>

6. Cash at Bank and In Hand

	2020	2019
	£	£
Bank Operating Accounts	65,696	48,930
	<u>65,696</u>	<u>48,930</u>

7. Creditors: Liabilities Falling Due Within One Year

	2020	2019
	£	£
Trade Creditors	-	-
Accruals	-	-
Deferred Income	-	-
	<u>-</u>	<u>-</u>

8. Funds	Fixed Assets	Bank & Cash Balances	Other Net Assets	Total
	£	£	£	£
Restricted Funds	-	13,778	-	13,778
Unrestricted Funds	-	51,918	-	51,918
	<u>-</u>	<u>65,696</u>	<u>-</u>	<u>65,696</u>

The restricted funds represent amounts received for specific purposes and the movement in the year are as follows:

	Opening Balance	Incoming Resources	Outgoing Resources	Transfers in the Year	Closing Balance
	£	£	£	£	£
Grants for Project Staff & Project Costs	17500	28,778	32,500	-	13,778

The assets and liabilities represented by the various funds are as follows:

9. Members

Each member of the company commits to contribute if the charity is wound up an amount of £10.

DETAILED STATEMENT & COMPARATIVES

	Unrestricted Funds		Restricted Funds		TOTAL FUNDS	
	2020	2019	2020	2019	2020	2019
	£	£	£	£	£	£
INCOME AND ENDOWMENTS						
Donations and Grants	50,189	68,087	28,778	42,600	78,967	110,687
Charitable Activities	4,818	17,687	-		4,818	17,687
Total Income	55,007	85,774	28,778	42,600	83,785	128,374
EXPENDITURE						
Charitable Activities	34,518	64,341	32,500	25,100	67,018	89,441
TOTAL EXPENDITURE	34,518	64,341	32,500	25,100	67,018	89,441
Net Income / (Expenditure)	20,488	21,433	3,722	17,500	16,767	38,933
Transfer Between Funds		0		0		-
Net Movement in Funds	20,488	21,433	3,722	17,500	16,767	38,933
Reconciliation of Funds						
Total Funds Brought Forward	31,430	9,997	17,500	0	48,930	9,997
Total Funds Carried Forward	51,918	31,430	13,778	17,500	65,697	48,930

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