



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 Higiyo, 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
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TOTAL CURRENT ASSETS		51,918	13,778	65,696	48,930
CURRENT LIABILITIES					
Liabilities falling due within one year	7	-	-	-	-
<hr/>					
NET ASSETS		51,918	13,778	65,696	48,930
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FUND BALANCES					
General Funds	8	51,918	13,778	65,696	48,930
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		51,918	13,778	65,696	48,930
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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	-	-		
	<hr/>	<hr/>		
	-	-		
	<hr/>	<hr/>		
6. Cash at Bank and In Hand	2020	2019		
	£	£		
Bank Operating Accounts	65,696	48,930		
	<hr/>	<hr/>		
	65,696	48,930		
	<hr/>	<hr/>		
7. Creditors: Liabilities Falling Due Within One Year	2020	2019		
	£	£		
Trade Creditors	-	-		
Accruals	-	-		
Deferred Income	-	-		
	<hr/>	<hr/>		
	-	-		
	<hr/>	<hr/>		
8. Funds	Fixed Assets	Bank & Cash Balances	Other Net Assets	Total
	£	£	£	£
Restricted Funds	-	13,778	-	13,778
Unrestricted Funds	-	51,918	-	51,918
	<hr/>	<hr/>	<hr/>	<hr/>
	-	65,696	-	65,696
	<hr/>	<hr/>	<hr/>	<hr/>

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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