

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
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Registered Office	c/o Church Office Central Hall Westminster Storey's Gate London SW1H 9NH
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Independent Examiner	Sue Monckton-Rickett 21 School Lane Lawford Manningtree Essex CO11 2HZ
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Bankers	Barclays Bank 8 Alexandra Road Wimbledon London SW19 7JZ
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US Board	Scott Stover (Chair) Rev Kerry Purselle (Treasurer) Paige Frost Beau Adams Melva Blanchard David Blanchard Joanna Williamson Mark Williamson
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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

Komeza 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**

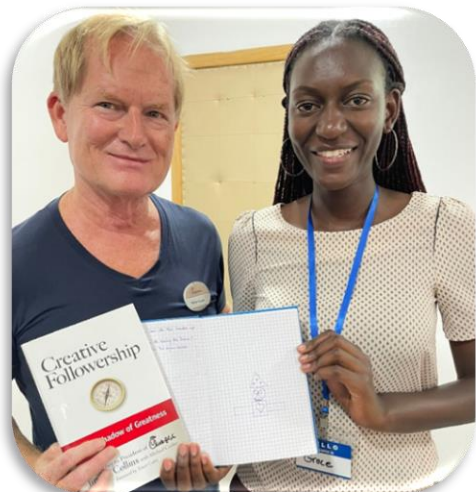
"I'm learning a lot... how spiritual formation and leadership go hand in hand. The best leadership comes from those with the best spiritual foundation." **Ga-Yell Rutembesa**

"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:

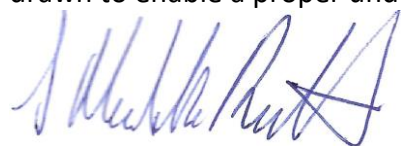
- (1) examine the accounts under section 145 of the Charities Act 2011;
- (2) follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011;
- (3) state whether particular matters have come to my attention.

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
<hr/>					
TOTAL CURRENT ASSETS		89,405	0	89,405	80,710
CURRENT LIABILITIES					
Liabilities falling due within one year	7	-		-	-
<hr/>					
NET ASSETS		89,405	0	89,405	80,710
<hr/>					
FUND BALANCES					
General Funds	8	89,404	0	89,404	80,710
Restricted Funds	8			-	-
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		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