



## Annual Report & Accounts 2024

Developing Christ-like leaders through Content,  
Coaching & Community

<b>Charity Number</b>	<b>1138433</b>
<b>Company Number</b>	<b>07320145</b>
<b>Website</b>	<b><a href="http://www.onerockinternational.com">www.onerockinternational.com</a></b>

<b>Directors &amp; Trustees</b>	<b>Peter Calderbank (Chair)</b> <b>Luke Hamlyn</b> <b>Abigail Herring</b> <b>Naomi Paul</b>
---------------------------------	--

<b>Chief Executive International Director</b>	<b>Mark Williamson</b> <b>Dr Asia E. Williamson</b>
---	--

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

<b>Independent Examiner</b>	<b>Sue Monckton-Rickett</b> <b>21 School Lane</b> <b>Lawford Manningtree</b> <b>Essex CO11 2HZ</b>
-----------------------------	---

<b>Bankers</b>	<b>Barclays Bank</b> <b>8 Alexandra Road</b> <b>Wimbledon</b> <b>London SW19 7JZ</b>
----------------	---

<b>US Board</b>	<b>Scott Stover (Chair)</b> <b>Rev Kerry Purselle</b> <b>Wallis Shoppy</b> <b>Dr Asia E. Williamson</b> <b>Mark Williamson</b>
-----------------	--

*"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](http://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 3<sup>rd</sup> 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	£	£	£	£
<b>CURRENT ASSETS</b>					
Debtors	5	-	-	-	13,074
Cash at Bank	6	52,993	-	52,993	68,407
<b>TOTAL CURRENT ASSETS</b>		<b>52,993</b>	<b>-</b>	<b>52,993</b>	<b>81,481</b>
<b>CURRENT LIABILITIES</b>					
Liabilities falling due within one year	7	-	-	-	-
<b>NET ASSETS</b>		<b>52,993</b>	<b>-</b>	<b>52,993</b>	<b>81,481</b>
<b>FUND BALANCES</b>					
General Funds	8	52,993	-	52,993	81,481
Restricted Funds	8	-	-	-	-
		<b>52,993</b>	<b>-</b>	<b>52,993</b>	<b>81,481</b>

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:**

- 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 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.

<b>2 Voluntary income</b>				
	<b>Unrestricted Funds 2024</b>	<b>Restricted Funds 2024</b>	<b>Total Funds 2024</b>	<b>Total Funds 2023</b>
	£	£	£	£
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	-		-	-
	<b>63,782</b>	<b>1,800</b>	<b>65,582</b>	<b>94,745</b>
<b>3 Charitable Activity</b>				
	<b>Unrestricted Funds 2024</b>	<b>Restricted Funds 2024</b>	<b>Total Funds 2024</b>	<b>Total Funds 2023</b>
	£	£	£	£
<b>a. Direct Charitable Costs</b>				
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			-	-
	<b>92,270</b>	<b>1,800</b>	<b>94,070</b>	<b>102,070</b>
<b>b. Support &amp; Administration</b>				
Governance Costs	-		0	600
	<b>0</b>	<b>0</b>	<b>0</b>	<b>600</b>
<b>Combined Charitable Activity Costs</b>	<b>92,270</b>	<b>1,800</b>	<b>94,070</b>	<b>102,670</b>

#### 4. Staff & Trustees

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



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
	-	-

## 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	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
	£	£	£	£	£	£
<b>INCOME AND ENDOWMENTS FROM</b>						
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
<b>Total Income and Endowments</b>	<b>63,782</b>	<b>74,746</b>	<b>1,800</b>	<b>20,000</b>	<b>65,582</b>	<b>94,746</b>
<b>EXPENDITURE ON</b>						
Charitable activities	92,270	82,070	1,800	20,000	94,070	102,070
Governance	-	600	-	-	-	600
<b>Total Expenditure</b>	<b>92,270</b>	<b>82,670</b>	<b>1,800</b>	<b>20,000</b>	<b>94,070</b>	<b>102,670</b>
<b>Net Income / (Expenditure)</b>	<b>- 28,488</b>	<b>- 7,924</b>	<b>-</b>	<b>-</b>	<b>- 28,488</b>	<b>- 7,924</b>
Transfer Between Funds	0	0	0	0	0	0
<b>Net Movement in Funds</b>	<b>- 28,488</b>	<b>- 7,924</b>	<b>-</b>	<b>-</b>	<b>- 28,488</b>	<b>- 7,924</b>
<b>Reconciliation of Funds</b>						
Total Funds Brought Forward	81,481	-	-	-	81,481	-
<b>Total Funds Carried Forward</b>	<b>52,993</b>	<b>- 7,924</b>	<b>-</b>	<b>-</b>	<b>52,993</b>	<b>- 7,924</b>