

ONELIFE LEADERSHIP

England & Wales · Charity number 1142007

Details

Other names	ONELIFE
Status	Registered
Legal form	Charitable company
Company number	07387833
Registered	2011-05-19
Register	View on the Charity Commission register

Contact

Address	St. Pauls Church Queen Caroline Street London W6 9PJ
Phone	07473 348157
Email	info@onelifeleaders.com
Website	www.onelifeleaders.com

Activities

Objects: TO ADVANCE THE CHRISTIAN FAITH IN ACCORDANCE WITH THE STATEMENT OF BELIEFS IN THE SCHEDULE ATTACHED HERETO, IN SUCH WAYS AND IN SUCH PARTS OF THE UK AND UGANDA AND OTHER PARTS OF THE WORLD AS THE TRUSTEES MAY FROM TIME TO TIME THINK FIT.TO ADVANCE THE EDUCATION OF YOUNG PEOPLE IN PARTICULAR IN THEIR KNOWLEDGE AND UNDERSTANDING OF THE PRINCIPLES OF EFFECTIVE LEADERSHIP.

Activities: Education and training in transformational leadership, in accordance with Christian principals, to invest in all areas of society.

Classification

- **How:** Makes Grants To Individuals, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Education/training, Religious Activities
- **Who:** Children/young People, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£293,179	£230,919	-	-
2023-12-31	£301,338	£302,918	-	-
2022-12-31	£272,902	£236,531	-	-
2021-12-31	£208,492	£201,209	-	-
2020-12-31	£186,928	£177,060	-	-

Trustees

Name	Role	Appointed
ANDREW SIMON RIGGS		2018-09-11
Helen Davies		2024-09-16
Jane Kirby		2024-09-16
Jing Li Quah		2021-01-25
Prince Laryea		2026-01-19

Accounts

Charity registration number 1142007 (England and Wales)

Company registration number 07387833

ONELIFE LEADERSHIP
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

ONELIFE LEADERSHIP

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	A Riggs J L Quah H Davies J Kirby	(Appointed 16 September 2024) (Appointed 16 September 2024)
Charity number	1142007	
Company number	07387833	
Registered office	2nd Floor Centre Block Hill Business Centre 132A St Albans Road Watford Hertfordshire WD24 4AE	
Independent examiner	Summers Morgan First Floor, Sheraton House Lower Road Chorleywood Hertfordshire United Kingdom WD3 5LH	

ONELIFE LEADERSHIP

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ONELIFE LEADERSHIP

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 DECEMBER 2024

The trustees present their annual report and financial statements for the year ended 31 December 2024.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

Objectives and activities

At Onelife we connect and equip young people and students to become exceptional leaders in every sphere of society. It could be politics, education, business, the family, the church, media or the arts. We dream of a day when society will be positively impacted by exceptional leaders who, inspired by their Christian faith, cause all around them to thrive.

Onelife's objects are:

- To advance the Christian faith in accordance with the Statement of Beliefs annexed to the Charity's Memorandum and Articles of Association, in such way and in such parts of the UK and Uganda and other parts of the world as the Trustees may from time to time think fit; and
- To advance the education of young people, in particular in their knowledge and understanding of the principals of effective leadership.

Public benefit

The Trustees have considered the Charity Commission's guidance on public benefit and, in particular, the specific guidance for charities on the advancement of religion and the advancement of education, when reviewing the Charity's aims and objectives and in planning future activities for the year. The Trustees have, in their view, met the public benefit requirement through its many and varied activities and events during the period.

Achievements and performance

This year saw growth across our programme areas and a greater sense of stability for our team and resources. We have continued to see the impact of the youth ministry crisis on culture across the UK, and have worked hard to form strong connections with churches, youth workers and other organisations. As our network continues to grow and gain strength we are anticipating further growth over the coming years, particularly for the Onelife Conference which will be held in October from 2025 in order to reach more widely. Alongside our growing impact across the UK, we developed a key strategic partnership with a church denomination in Germany, translating the online Onelife Sessions into their language and reaching hundreds of new young people through their network.

Events

In February we welcomed 281 delegates (2023: 148) to the **Onelife Conference**, a 90% increase on the previous year. We explored the theme of 'Faithful', with a focus on Joseph's journey of leadership. Main session talks were delivered by Liz Bewley, Prince Laryea, Susanna Raj and Steve Morris, and topics included leading with faith, integrity, hope and perseverance. We also offered toolkit seminar sessions exploring communication, worship, conflict, emotional wellbeing, reading the Bible, cancel culture and youth work. Sessions were delivered by friends from Resurgo Trust, Truth Magazine, and St Paul's Hammersmith. Our seven spheres session gives young people a chance to engage with key areas of society where Christian leadership is needed—we had representatives from business, politics, church, the arts, family, the media, and education.

This was our second year hosting at St Paul's Hammersmith, allowing for increased capacity, more room for accommodation and a wide variety of transport links for our delegates. While all our tickets are subsidised in order to make the event accessible for all, this year 4% of our ticket sales were further discounted to provide access to people from all economic backgrounds.

ONELIFE LEADERSHIP

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Onelife Conference Stories

'Aside from the seminars, worship and main session talks, we were excited to be bringing our young people into a space where we could talk to them in a deeper way about faith. They're still working out what faith means for them and where it fits in their lives. At a few different points during the conference, we were able to pray for them specifically, which was a really special opportunity which we wouldn't normally have in our regular work with them.' – **Sophie & Callum, Youth Workers**

'I came to the Onelife Conference a year ago feeling quite hopeless and like God couldn't use me or even speak to me. Jesus pulled me out of that place, and now—a year later at this year's Onelife Conference—I'm learning all about God's faithfulness and can see how good he's been. My faith is in a better place now and I'm able to celebrate what God has done in my life over the last year and thank him for his faithfulness.' – **Matty, 17**

'This year, as I volunteered at the 2024 Onelife Conference, I found myself reflecting that I don't think anyone really knew the impact those conferences had on me when I was a young person. I found a journal from my teenage years recently where I'd written: "A conference called Onelife changed my life completely." I am so thankful to God for all those years of Onelife conferences and the way they impacted me both as a teenager and now as an adult.' – **Ruth, volunteer**

In May we held the **Youth Worker Gathering** at St Paul's Hammersmith, where we welcomed 77 delegates (2023: 69), and increase of 12% from last year, which was our first year running the event. We held two main teaching sessions delivered by the Onelife team, along with 'toolkit sessions', covering topics including theology, resilience, hearing from God, personal development and conflict. These sessions were delivered by friends from Resurgo Trust, St Mellitus College, The 267 Project and Woven Church.

Youth Worker Gathering Stories

'Instead of a packed programme rushing from one seminar to another, the day started with time to stop and ask Jesus to minister to us. In that space I was able to encounter God not as a husband or a father, not as a youth pastor, mentor, or church leader, but as Felipe. I could just be myself in God's presence. It was a gift. I felt seen, cared for, cheered on, appreciated and valued—not because of the mountain of leadership resources on offer but because I was offered a place of encounter.' – **Felipe, Youth Worker**

Training

The **Onelife Certificate** (our flagship training programme for professional development in leadership) saw 27 delegates (2023: 21) representing 23 churches (2023:19) join us to spend seven months developing their own leadership and growing their capacity to raise up young leaders. Thanks to support from the Magnify Foundation, five places were offered as a full scholarship to enable the training to reach those unable to cover the fees.

We started the programme with a weekend retreat at De Vere Latimer Estate in January, and continued to deliver teaching through to July with a mix of online and in-person sessions. Alongside teaching sessions, delegates have opportunities to develop their learning through small 'process groups'. This year we increased the number of one-to-one professional coaching sessions to four rather than three, helping delegates to bring their learning to life in their own context. We celebrated the end of the course with a graduation day at St Paul's Hammersmith in July, where delegates delivered their final presentation assignment and were awarded their certificates.

ONELIFE LEADERSHIP

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

By the end of December we had received 24 applications for our 2025 course and continue to work towards extending our reach and church network in order to grow this ministry further in future years.

Certificate Stories

'Even though accountability and growth can feel uncomfortable at times, it's all helped me to feel more confident to stand in front of a group of teenagers with authority, knowing I've been equipped and I'm here to serve. Youth work can be quite isolating, so I really appreciated the network and being able to share things with other people in similar roles. I've loved getting to spend time with people who can say, 'Yes, that's normal, me too!'— **Beth Yates, Youth Worker**

'Liz challenged us at the retreat in January: 'In the tough times, in the storms, what kind of leaders do you want to be?' In the day-to-day whirlwind of making difficult decisions, discipling young people and fighting to maintain connections, it's been a lifeline to be taking deliberate time to consider what kind of leaders we are becoming. More than anything, it's opened our eyes to the difference it can make to ask questions like, 'How am I responding to the situation in front of me? What feelings is it bringing up and how can I hold those alongside what Jesus might be saying?' It's been a great experience taking what we're learning on the course and being able to apply it directly to our day-to-day work.' — **Sophie Crew & Callum Hodson, Youth Workers**

The **School of Leadership** was held in August/September at The Poplars in Ledbury. This six-day residential programme is for 17–25-year-olds to invest in their character, encounter Jesus and develop practical leadership skills to take into their college, university or workplace. It's a unique chance for us to take young people on a comprehensive journey through our core teaching modules and help them build strong connections with their peers at the same time. This year we welcomed 30 attendees (2023: 32), with a goal to increase the uptake in 2025.

School of Leadership Stories

'I came to the School of Leadership not fully convinced that I needed more guidance on leadership. How wrong I was! Every teaching session was deeply impactful. My week with Onelife made a huge difference to my understanding of my identity as I headed back to university in September. I learned rhythms and disciplines that have equipped me to lead others around me to Jesus. I feel a new clarity about who I am—both as a Christian and as a leader. I can already see the impact this is having both on me and on those around me.' — **Arthur, Student**

'I'm pretty used to the labels the world throws around, especially when it comes to ethnicity and gender. It's the same in the church—often it feels like there's a particular expectation of how I should be leading because of how I look. But the 720° feedback was a line in the sand and I knew I didn't want to be defined by those things. It reminded me who I really am. As I stepped into my internship role the following week, it felt like I was immediately drawing on the strength I'd gained from the process. It forced me to work hard on my character, go deep, and consider what it really looks like to lead with integrity and vulnerability.' — **Susanna, Teacher**

'I learned so much about what it really looks like to be a great leader. The School of Leadership taught me how to nurture my skills and put them into practice in my daily life.' — **Joel, Student**

'My week at the Onelife School of Leadership helped me understand my own character and personality in a brand new way. It also gave me a variety of tools and practical resources that I can implement in my life to become the best version of myself. The School of Leadership is a unique opportunity to connect with God in the context of community—and no one could leave the experience the same person they arrived as.' — **Josue, Student**

Alongside our in-house training through the Certificate, we were also invited to deliver leadership training sessions at Christian events throughout the year, including Dreaming the Impossible (DTI), St Mellitus, MIA Germany, European Network of Churches in Slovakia, The Orchard, DLC.

Resources

The **Onelife Leadership Sessions**—our free online leadership development resources for young people aged 11–25—continued to grow, with 146 new accounts created (2023: 124) across the year. It brings our total online membership to 499. The Sessions material provides an opportunity for youth workers and young people to encounter Onelife and allows us to invite new contacts to engage with our events and training provision. This year the Sessions materials were all translated into German and we've already seen 60 German accounts created to access the materials.

ONELIFE LEADERSHIP

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

Onelife Sessions Stories

'Since running the Onelife Sessions we have seen a number of those that joined us flourish in and outside of church. Many are serving in different parts of church life and others are now growing as Christians at school, in university or in their careers.' – **Jing, Youth Worker**

'I loved the last session about turning vision into action, as I have been able to use what I've learned to write down my goal for my future leadership and I feel more able to make it become a reality.' – **Young Person**

'I will take with me that Jesus is with me and I have the abilities to lead a good CU session in my school.' – **Young Person**

Church Partnerships

As part of our strategic focus on church relationships, we established stronger connections with a number of churches. We continue to utilise office space in Christ Church Chorleywood and our connection with St Paul's Hammersmith continues to be strong. We offered youth team and leadership team training and development in the Diocese of Gloucester and Northampton, Holy Trinity Cambridge, Central Church Edinburgh, KXC Church weekend away, True Life Church.

Fundraising

The Onelife Challenge—our annual team sponsored event— took place in June, this year with a team of 7. We hiked 25 miles along the Jurassic Coast in the south of England, and raised over £9,000 to fund our work.

In November we held our annual fundraising dinner at Fortnum & Mason with 52 attendees. We raised over £140,000 (including Gift Aid) from both one-off and new regular gifts.

Financial review

The charity is able to keep a low cost base for the very extensive annual programme it runs due to the large number of volunteers that give the Charity an inordinate amount of time at conferences and with training programmes, assisting in the office and as part of the Fundraising Team.

The Charity remains heavily dependent on income from supporters to fulfill its objectives and it is expected that this approach will continue as the Charity continues to grow. As part of the risk management process, the Trustees conclude that they should hold funds to cover all contractual obligations. The current main liability would be meeting employment costs for one month. The Trustees continue to ensure the reserves to meet these liabilities can be met in approving ongoing projects and associated expenditures.

Reserves policy

It is the policy of the Charity that long term unrestricted funds which have not been designated for a specific use should fall below a minimum of three month's expenditure (between £40,000 & £55,000). In practice, intermittent fundraising means that our reserves can fluctuate significantly. Successful fundraising exercises took place close to the year end in both 2023 and 2024, and as a result, reserves at the balance sheet dates, at £115,536 in 2024 and £86,596 in 2023, are well in excess of the minimum reserves set in our policy. The Trustees consider that with reserves at this level, in the event of a significant drop in funding, they will be able to continue the Charity's current activities.

Structure, governance and management

Onelife Leadership is a company limited by guarantee, incorporated on 27th September 2010 and registered with the Charity Commission on 19th May 2011. Onelife activities were originally overseen by St. Andrew's Church, Chorleywood; with effect from March 2011, these activities were transferred to this charity.

ONELIFE LEADERSHIP

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

P Wynter	(Resigned 16 September 2024)
A Grant	(Resigned 16 September 2024)
A Mason	(Resigned 16 September 2024)
A Riggs	
J L Quah	
H Davies	(Appointed 16 September 2024)
J Kirby	(Appointed 16 September 2024)

Recruitment and appointment of trustees

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

All Trustees are provided with a copy of the Charity Commission's guide entitled "The Essential Trustee" (CC3) upon appointment.

Trustees are recruited from those sympathetic to the Charity's aims and objectives.

Organisational structure

The Board of Directors is the governing body of the Charity and is responsible for monitoring overall governance needs.

Decisions taken by the Trustees, to include the appointment and retirement of trustees, are determined by a majority of votes.

All policy decisions are reserved to the Trustees, following which implementation is delegated to the Charity's Director, Liz Bewley, who is not a director of the charitable company. All financial budgets, annual focus / targets and activities are referred back to the Trustees before they are agreed, and there is close liaison between Liz Bewley and each of the Trustees between meetings.

The Trustees meet, as a minimum, bi-monthly, although additional Trustees' meetings are arranged to address operational or structural matters as they arise. Each meeting will have substantially the same principle agenda headings:

- Vision and Strategy;
- Finance - to include a review of the current financial activity, to determine immediate forthcoming budgetary requirements and to assess fundraising activity;
- Operational Matters; and
- Any other business: to include matters arising out of the Charity's current activity.

The Directors have the right to appoint an individual to be a Patron of the Charity. This would be an honorary appointment and the Patron would not be a Director of the Charity. This position is currently vacant, although exploratory conversations are in motion to consider approaching a Patron who embodies the vision statement of the Charity and has the reputation and platform to promote the Charity.

ONELIFE LEADERSHIP

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

Other matters

The Trustees have assessed the major risks to which Onelife is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

The Trustees continue to review the major strategic operational risks which the Charity faces, through regular meetings, and continues to consider the controls and procedures necessary to mitigate them.

The Trustees also seek to keep under constant review, risk to the Charity include: the relationship between the Charity's objects and objectives; barriers to achieving its objectives; potential damage to its reputation and name; protection of the Charity's assets; management of liabilities; compliance risk; data protection; health and safety; personnel risks and financial controls. The Trustees are satisfied that systems are in place to manage the major risks arising in the organisation as far as possible.

The trustees' report was approved by the Board of Trustees.



A Riggs
Trustee

Date: 10/5/2025

ONELIFE LEADERSHIP

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 DECEMBER 2024

The trustees, who are also the directors of Onelife Leadership for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

ONELIFE LEADERSHIP

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF ONELIFE LEADERSHIP

I report to the trustees on my examination of the financial statements of Onelife Leadership (the charity) for the year ended 31 December 2024.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law), you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006.

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the Companies Act 2006 and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

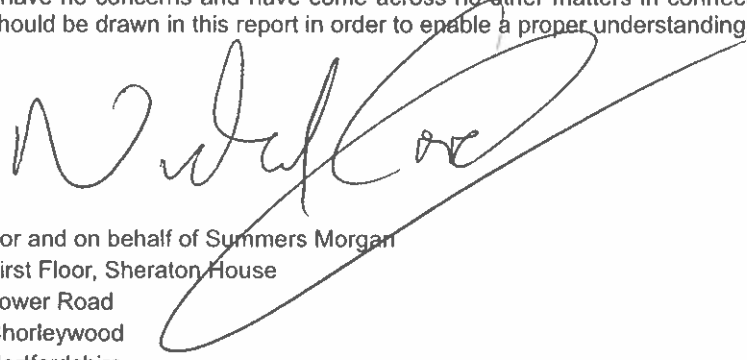
Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 386 of the Companies Act 2006.
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the Companies Act 2006 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.



For and on behalf of Summers Morgan
First Floor, Sheraton House
Lower Road
Chorleywood
Hertfordshire
WD3 5LH
United Kingdom
Date: 13/05/25.....

ONELIFE LEADERSHIP

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £
Income from:					
Donations and legacies	2	196,029	35,000	231,029	250,704
Charitable activities	3	61,543	-	61,543	50,361
Investments	4	607	-	607	273
Total income		258,179	35,000	293,179	301,338
Expenditure on:					
Raising funds	5	20,374	1,680	22,054	22,885
Charitable activities	6	208,865	-	208,865	280,033
Total expenditure		229,239	1,680	230,919	302,918
Net income/(expenditure) and movement in funds		28,940	33,320	62,260	(1,580)
Reconciliation of funds:					
Fund balances at 1 January 2024		86,596	-	86,596	88,176
Fund balances at 31 December 2024		115,536	33,320	148,856	86,596

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

ONELIFE LEADERSHIP

BALANCE SHEET

AS AT 31 DECEMBER 2024

	Notes	2024 £	£	2023 £	£
Fixed assets					
Tangible assets	12		1		1
Current assets					
Debtors	13	8,048		11,417	
Cash at bank and in hand		158,903		97,000	
		166,951		108,417	
Creditors: amounts falling due within one year	14	(18,096)		(21,822)	
Net current assets			148,855		86,595
Total assets less current liabilities			148,856		86,596
The funds of the charity					
Restricted income funds	16		33,320		-
Unrestricted funds	17		115,536		86,596
			148,856		86,596

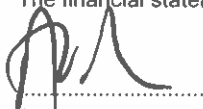
The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 December 2024.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the trustees on 19/5/2025


A Riggs
Trustee

Company registration number 07387833 (England and Wales)

ONELIFE LEADERSHIP

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

1 Accounting policies

Charity information

Onelife Leadership is a private company limited by guarantee incorporated in England and Wales. The registered office is 2nd Floor Centre Block, Hill Business Centre, 132A St Albans Road, Watford, Hertfordshire, WD24 4AE.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's memorandum and articles of association, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds can only be used for particular restricted purposes within the objects of the Charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purpose. Further explanation of the nature and purpose of each significant restricted fund is included in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

1.5 Expenditure

Expenditure is recognised in the financial statements once there is a legal or constructive obligation to make payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Support costs are directly attributable to charitable activities.

ONELIFE LEADERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

1 Accounting policies (Continued)

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Plant and machinery	3 years
---------------------	---------

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost.

2 Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Donations and gifts	168,768	15,000	183,768	228,074	-	228,074
Grants	27,261	20,000	47,261	22,630	-	22,630
	<u>196,029</u>	<u>35,000</u>	<u>231,029</u>	<u>250,704</u>	<u>-</u>	<u>250,704</u>

3 Income from charitable activities

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
UK conferences	<u>61,543</u>	<u>50,361</u>

ONELIFE LEADERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

4 Income from investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Interest receivable	607	273

5 Expenditure on raising funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Fundraising and publicity						
Staging fundraising events	303	-	303	7,655	-	7,655
Other fundraising costs	20,071	-	20,071	15,230	-	15,230
	<u>20,374</u>	<u>-</u>	<u>20,374</u>	<u>22,885</u>	<u>-</u>	<u>22,885</u>
Investment management	-	1,680	1,680	-	-	-
Total costs	<u>20,374</u>	<u>1,680</u>	<u>22,054</u>	<u>22,885</u>	<u>-</u>	<u>22,885</u>

6 Expenditure on charitable activities

	Charitable activities 2024 £	Charitable activities 2023 £
Direct costs		
Staff costs	133,301	197,188
Conferences	45,457	44,303
Training and development	930	424
	<u>179,688</u>	<u>241,915</u>
Share of support and governance costs (see note 7)		
Support	27,377	36,318
Governance	1,800	1,800
	<u>208,865</u>	<u>280,033</u>
Analysis by fund		
Unrestricted funds	<u>208,865</u>	<u>280,033</u>

ONELIFE LEADERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

7 Support costs allocated to activities

	2024 £	2023 £
Support costs		
Rent	6,982	16,259
Insurance	1,289	1,208
Staff expenses	1,926	1,358
Printing, Postage & Stationery	725	565
Telecommunications	436	1,019
Computer maintenance	258	169
Travel	5,706	3,868
Bank charges	3,545	3,527
Sundry	72	113
Bookkeeping fees	6,438	8,232
Total Support costs	27,377	36,318
Governance costs		
Independent Examination fees	1,800	1,800
Total Governance costs	1,800	1,800
Total costs	29,177	38,118

8 Net movement in funds

	2024 £	2023 £
The net movement in funds is stated after charging/(crediting):		
Fees payable for the independent examination of the charity's financial statements	1,800	1,800

9 Trustees

None of the trustees (or any persons connected with them) received any remuneration during the year.

The aggregate amount of out-of-pocket expenses reimbursed for travel and sundry expenses when attending events in their capacity as a trustee was £175 (2023 - £481).

ONELIFE LEADERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

10 Employees

The average monthly number employees during the year was:

	2024 Number	2023 Number
	4	7
Employment costs	2024	2023
	£	£
Wages and salaries	121,656	179,052
Social security costs	6,841	11,630
Other pension costs	4,804	6,506
	133,301	197,188

There were no employees whose annual remuneration was more than £60,000.

11 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

12 Tangible fixed assets

	Plant and machinery £
Cost	
At 1 January 2024	7,229
At 31 December 2024	7,229
Depreciation and impairment	
At 1 January 2024	7,228
At 31 December 2024	7,228
Carrying amount	
At 31 December 2024	1
At 31 December 2023	1

ONELIFE LEADERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

13 Debtors

	2024	2023
	£	£
Amounts falling due within one year:		
Other debtors	-	44
Prepayments and accrued income	8,048	11,373
	<u>8,048</u>	<u>11,417</u>

14 Creditors: amounts falling due within one year

	2024	2023
	£	£
Other taxation and social security	2,885	2,810
Other creditors	795	764
Accruals and deferred income	14,416	18,248
	<u>18,096</u>	<u>21,822</u>

15 Retirement benefit schemes

	2024	2023
	£	£
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	4,804	6,506
	<u>4,804</u>	<u>6,506</u>

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of charity in an independently administered fund.

16 Restricted funds

	At 1 January 2024	Incoming resources	Resources expended	At 31 December 2024
	£	£	£	£
Grant Foundation - Trust Fund applications	-	15,000	1,680	13,320
Soul61 - School of Leadership	-	20,000	-	20,000
	<u>-</u>	<u>35,000</u>	<u>(1,680)</u>	<u>33,320</u>

ONELIFE LEADERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

16 Restricted funds

(Continued)

Restricted funds were set up in the year.

A donation of £15,000 given by the Grant Foundation is to be utilised for trust fund applications.

Soul61 made a grant of £20,000. This is to be offset against School of Leadership expenses between 2025 and 2028.

17 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used.

	At 1 January 2024	Incoming resources	Resources expended	At 31 December 2024
	£	£	£	£
General funds	86,596	258,179	(229,239)	115,536
Previous year:	At 1 January 2023	Incoming resources	Resources expended	At 31 December 2023
	£	£	£	£
General funds	88,176	301,338	(302,918)	86,596

18 Analysis of net assets between funds

	Unrestricted funds 2024	Restricted funds 2024	Total 2024
	£	£	£
At 31 December 2024:			
Tangible assets	1	-	1
Current assets/(liabilities)	115,535	33,320	148,855
	115,536	33,320	148,856

ONELIFE LEADERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

18 Analysis of net assets between funds

(Continued)

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
At 31 December 2023:			
Tangible assets	1	-	1
Current assets/(liabilities)	86,595	-	86,595
	<u>86,596</u>	<u>-</u>	<u>86,596</u>

19 Related party transactions

There were no disclosable related party transactions during the year (2023 - none).

Accounts

Charity registration number 1142007

Company registration number 07387833 (England and Wales)

ONELIFE LEADERSHIP
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

ONELIFE LEADERSHIP

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	P Wynter A Grant A Mason A Riggs J L Quah
Charity number	1142007
Company number	07387833
Registered office	2nd Floor Centre Block Hill Business Centre 132A St Albans Road Watford Hertfordshire WD24 4AE
Independent examiner	Summers Morgan First Floor, Sheraton House Lower Road Chorleywood Hertfordshire United Kingdom WD3 5LH

ONELIFE LEADERSHIP

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ONELIFE LEADERSHIP

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 DECEMBER 2023

The trustees present their annual report and financial statements for the year ended 31 December 2023.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

Objectives and activities

At Onelife we connect and equip young people and students to become exceptional leaders in every sphere of society. It could be politics, education, business, the family, the church, media or the arts. We dream of a day when society will be positively impacted by exceptional leaders who, inspired by their Christian faith, cause all around them to thrive.

Onelife's objects are:

- To advance the Christian faith in accordance with the Statement of Beliefs annexed to the Charity's Memorandum and Articles of Association, in such way and in such parts of the UK and Uganda and other parts of the world as the Trustees may from time to time think fit; and
- To advance the education of young people, in particular in their knowledge and understanding of the principals of effective leadership.

Public benefit

The Trustees have considered the Charity Commission's guidance on public benefit and, in particular, the specific guidance for charities on the advancement of religion and the advancement of education, when reviewing the Charity's aims and objectives and in planning future activities for the year. The Trustees have, in their view, met the public benefit requirement through its many and varied activities and events during the period.

Achievements and performance

This year was a mix of both challenge and celebration. Our programmes grew, and we saw an excellent attendance at a new event – the Youth Worker Gathering in May. However, against the background of a changing fundraising context in which many charities have needed to restructure their teams in line with reduced regular support, later in the year we needed to make a change to our staffing structure in order to continue our operations reducing the staff team by two. As a result, we finished the year with optimism for a more sustainable financial forecast going into the next, and with excitement for continued growth of our programmes. With Christian youth ministry often neglected and under-resourced, the need to reach more young people with character development, spiritual formation and practical leadership training has never been greater.

Events

In February we welcomed 148 delegates (2022: 97) to the **Onelife Conference**, a 52% increase on the previous year. We explored the theme of 'Encounter', with a focus on the story of Moses in Exodus. Main session talks were delivered by Liz Bewley, Tom Clarke, Becky McKemey and Steve Morris, and seminar topics included prayer, leading online, justice, the Bible, school and emotional resilience. Seminars were led by friends from Tearfund, theASCENT, Sports Factory, and St Paul's Hammersmith. We also offered 'toolkit sessions' exploring communication, worship, conflict, personality styles, emotional wellbeing and hearing God's voice. Our seven spheres session gives young people a chance to engage with key areas of society where Christian leadership is needed—we had representatives from business, politics, church, the arts, family, the media, and education. All our delegates were given a prayer journal and a Bible study journal exploring Exodus.

This was our first year at a new venue—St Paul's Hammersmith—which enabled us to offer more room for accommodation and a wider variety of transport links for our delegates. While all our tickets are subsidised in order to make the event accessible for all, this year 19% of our ticket sales were further discounted to provide access to people from all economic backgrounds.

ONELIFE LEADERSHIP

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

Onelife Conference Stories

'I went to the Family sphere in the seven spheres session and one thing that really stuck with me is the power of connection over correction and that you can use conflict as a tool to help build connection within family.' – **Sam, 14**

'One thing I took away from the 'How does Jesus want to change my school?' seminar was to not lead people until you love them. This made me realise that the best way to love my friends at school would be to tell them about Jesus! I told them about revival and the light that Jesus brings, which they didn't understand at first, but my job is to spread the gospel and let Jesus do the rest! This seminar gave me the confidence to be bold in my faith and I will now bring up Jesus in every opportunity I have!' – **Lexi, 13**

'In the main meetings we had small groups called 'fours and fives' where we had to pair up with someone we knew, and then go find another pair who we didn't know. At first, I was nervous and just wanted to stay in my comfort zone with the people I knew but as I got to know them better, I realised that it was really refreshing to meet Christians from different places. We now have a group chat and continue to pray over each other despite the conference being over.' – **Matty, 16**

'I went to the prayer seminar, and I learned how to start my day in prayer and reading the Bible. Connecting with God early in the morning sets a precedent for what I will be doing throughout the day.' – **Michael, 16**

In May we held a brand-new one-day event, the **Youth Worker Gathering**. We had initially hoped for about 40 youth workers to join us but were oversubscribed with 68 in attendance. Two main teaching sessions were led by Liz Bewley and Pete Wynter, and we welcomed friends from 24/7 Prayer, Dreaming the Impossible (DTI) and Catholic Charismatic Renewal to share as part of a panel discussion. We hosted the event at St Paul's Hammersmith and it provided us both an opportunity for us to introduce our work to a wider network of youth workers and a chance to encourage and champion our delegates who often face a tough cultural context for their work.

Youth Worker Gathering Stories

'The atmosphere was one of honour and utter dependence on the Holy Spirit being present.' – **Keli Nelson, St Barnabas**

'It was such a privilege to be in a room filled with like-minded believers who all have the same heart and passion for young people to know Jesus intimately.' – **Samantha Foster, Bell Farm Church**

'The wealth of knowledge, tools and wisdom imparted will cultivate character-first, fired-up young people – even in the face of life's toughest challenges and circumstances. I'm feeling rejuvenated and committed to seeing God work in the lives of my young people.' – **Youth Worker**

'I have been to many youth leader conferences and this one wasn't trying to sell me anything, but it was bringing me simply into the presence of God. Also, the hospitality was overwhelming, all the break time food and lunch was amazing and then to be toasted to with a glass of Prosecco just broke me – in a good way!' – **Youth Worker**

'I came to the event feeling weary and with little joy for my job. But I feel totally refreshed.' – **Youth Worker**

Training

Our flagship training programme—the Onelife **Professional Development Certificate in Leadership** (Onelife Certificate)—grew for a second year running, with 23 delegates (2022: 18) choosing to spend seven months developing their own leadership and growing their capacity to raise up young leaders. One place was offered as a full scholarship to enable the training to reach those unable to cover the fees.

We started the programme with a weekend retreat at De Vere Latimer Estate in January, and continued to deliver teaching through to July with a mix of online and in-person sessions. Alongside teaching sessions, delegates have opportunities to develop their learning through small 'process groups', and are offered three sessions of one-to-one professional coaching to help them bring their learning to life in their own context. We celebrated the end of the course with a graduation day at St Paul's Hammersmith in July, where delegates delivered their final presentation assignment and were awarded their certificates.

ONELIFE LEADERSHIP

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

By the end of the December we had received 27 applications for our 2024 course, representing further growth for the Certificate programme.

Certificate Stories

'The quality and depth of the teaching was beyond any of my expectations. I have grown more confident as a leader, feeling better equipped in my ministry and own church context. Being able to share experiences and mutually support the other delegates throughout the seven months was also a blessing for me!' – **Beth Yates, Parish Worker**

'The Certificate allowed me to develop my leadership skill set in so many different areas. The course equipped me with practical and relevant tools that I can apply in my role, putting Jesus at the centre of my leadership. The one-to-one coaching sessions were really insightful and incredibly beneficial.' – **Nick Freeman, Youth Worker**

'The Onelife Certificate has changed the way I do youth work. Beyond the teaching sessions, the process groups and one-to-one mentoring helped me to unlock some of the areas where I had been leading in weakness and now I am starting to lead from a place of strength.' – **Gideon Griffiths, Youth Leader**

The **School of Leadership** was held in August/September at The Poplars in Ledbury. It's a six-day residential programme for 17–25-year-olds to invest in their character, encounter Jesus and develop practical leadership skills to take into their college, university or workplace. It's a unique chance for us to take young people on a comprehensive journey through our core teaching modules and help them build strong connections with their peers at the same time. This year we welcomed 32 attendees (2022: 34), a slight reduction on last year.

School of Leadership Stories

'The School of Leadership was a foundational moment in my life. Onelife took us on a journey that kept getting better and better throughout the week. There was a strong focus on character, integrity, and spiritual formation alongside accountability, conflict, and communication. My favourite aspect of the week was the balance between the teaching and pursuing God's presence. The times of ministry and worship were a constant throughout the week, keeping everything that I learned within the context of my relationship with Jesus. It was deeply impactful, and deeply full of joy.' – **Dan, 20**

'The teaching was really helpful – exploring scripture and its importance in our everyday lives is something I've carried with me since. The leadership teaching about soft skills – posture and how you carry yourself – has been so helpful to me when I've gone for interviews and met new people at university.' – **Lucy, 18**

'The atmosphere was so encouraging and supportive. It wasn't nearly as nerve-racking as I thought it would be and it was such a safe environment. It really helped me develop my self-confidence and self-belief. It was a truly unforgettable experience, where I've grown in faith and in confidence and I feel so equipped to a live faithful life, leading and loving those around me!' – **Lucy, 19**

'I was particularly impacted by the vulnerability of the leaders at the School of Leadership, the power of story was so evident during the week, releasing vulnerability and freedom in me. It's marked me forever!' – **Susanna, 22**

Our **Internship** programme continued until the summer, with one individual completing the course in August. We've chosen to pause the internship programme for 2023–24 due to reduced staff capacity.

Alongside our in-house training through the Certificate course, we were also invited to deliver leadership training sessions at Christian events throughout the year, including Dreaming the Impossible (DTI), Wildfires, and Jahu Church, Switzerland.

Resources

The **Onelife Leadership Sessions**—our free online leadership development resources for young people aged 11–25—continued to grow, with 123 new accounts created (2022: 152) across the year. It brings our total online membership to 381. The Sessions material provides an opportunity for youth workers and young people to encounter Onelife and allows us to invite new contacts to engage with our events and training provision.

ONELIFE LEADERSHIP

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

The Onelife **Book Club** continued in the first half of the year, and on 16 March featured a live online interview with John Eldredge, author of *Resilient: Restoring Your Weary Soul in These Turbulent Times*. A recording of the interview is available on our YouTube channel.

Online, we shared blog posts on topics including worship, conflict and honour. We sent monthly emails with recommended resources to our growing mailing list.

Church Partnerships

As part of our strategic focus on church relationships, we established stronger connections with a number of churches. Christ Church Chorleywood have made office space available to us on a weekly basis, and our connection with St Paul's Hammersmith continues to be strong. We offered youth team training and development for both the Diocese of Gloucester and the Diocese of Northampton.

Fundraising

The Onelife Challenge—our annual team sponsored event— took place in June, this year with a team of 14. We hiked 23 miles across the Peak District on the Edale Skyline Route and raised £11,000 to fund our work.

In November we held our annual fundraising dinner at De Vere Estate Latimer, with 70 attendees. We raised £121,000 from both one-off and new regular gifts.

Staff

This year we said goodbye to Tom Clarke, our Director of Training, who started his training for ordination in the Church of England in September. We appointed a new role—Training and Resources Manager—and welcomed Martha Stringer to the team. In the face of reduced funding towards the end of the year, we made the difficult decision to make two roles redundant and form a new structure for the staff team going forward. With a sharper strategic focus on developing partnerships with churches we have redirected our team's energy to focus on growth through prioritising existing connections.

Financial review

The charity is able to keep a low cost base for the very extensive annual programme it runs due to the large number of volunteers that give the Charity an inordinate amount of time at conferences and with training programmes, assisting in the office and as part of the Fundraising Team.

The Charity remains heavily dependent on income from supporters to fulfill its objectives and it is expected that this approach will continue as the Charity continues to grow. As part of the risk management process, the Trustees conclude that they should hold funds to cover all contractual obligations. The current main liability would be meeting employment costs for one month. The Trustees continue to ensure the reserves to meet these liabilities can be met in approving ongoing projects and associated expenditures.

Reserves policy

It is the policy of the Charity that long term unrestricted funds which have not been designated for a specific use should fall below a minimum of three month's expenditure (between £40,000 & £55,000). In practice, intermittent fundraising means that our reserves can fluctuate significantly. Successful fundraising exercises took place close to the year end in both 2022 and 2023, and as a result, reserves at the balance sheet dates, at £86,596 in 2023 and £88,176 in 2022, are well in excess of the minimum reserves set in our policy. The Trustees consider that with reserves at this level, in the event of a significant drop in funding, they will be able to continue the Charity's current activities.

Structure, governance and management

Onelife Leadership is a company limited by guarantee, incorporated on 27th September 2010 and registered with the Charity Commission on 19th May 2011. Onelife activities were originally overseen by St. Andrew's Church, Chorleywood; with effect from March 2011, these activities were transferred to this charity.

ONELIFE LEADERSHIP

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

P Wynter

A Grant

A Mason

A Riggs

J L Quah

A R Tambudzai

(Resigned 22 May 2023)

Recruitment and appointment of trustees

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

All Trustees are provided with a copy of the Charity Commission's guide entitled "The Essential Trustee" (CC3) upon appointment.

Trustees are recruited from those sympathetic to the Charity's aims and objectives.

Organisational structure

The Board of Directors is the governing body of the Charity and is responsible for monitoring overall governance needs.

Decisions taken by the Trustees, to include the appointment and retirement of trustees, are determined by a majority of votes.

All policy decisions are reserved to the Trustees, following which implementation is delegated to the Charity's Director, Liz Bewley, who is not a director of the charitable company. All financial budgets, annual focus / targets and activities are referred back to the Trustees before they are agreed, and there is close liaison between Liz Bewley and each of the Trustees between meetings.

The Trustees meet, as a minimum, bi-monthly, although additional Trustees' meetings are arranged to address operational or structural matters as they arise. Each meeting will have substantially the same principle agenda headings:

- Vision and Strategy;
- Finance - to include a review of the current financial activity, to determine immediate forthcoming budgetary requirements and to assess fundraising activity;
- Operational Matters; and
- Any other business: to include matters arising out of the Charity's current activity.

The Directors have the right to appoint an individual to be a Patron of the Charity. This would be an honorary appointment and the Patron would not be a Director of the Charity. This position is currently vacant, although exploratory conversations are in motion to consider approaching a Patron who embodies the vision statement of the Charity and has the reputation and platform to promote the Charity.

Other matters

The Trustees have assessed the major risks to which Onelife is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

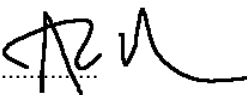
The Trustees continue to review the major strategic operational risks which the Charity faces, through regular meetings, and continues to consider the controls and procedures necessary to mitigate them.

The Trustees also seek to keep under constant review, risk to the Charity include: the relationship between the Charity's objects and objectives; barriers to achieving its objectives; potential damage to its reputation and name; protection of the Charity's assets; management of liabilities; compliance risk; data protection; health and safety; personnel risks and financial controls. The Trustees are satisfied that systems are in place to manage the major risks arising in the organisation as far as possible.

ONELIFE LEADERSHIP

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) *FOR THE YEAR ENDED 31 DECEMBER 2023*

The trustees' report was approved by the Board of Trustees.

..... 

A Riggs
Trustee

Date: 16/4/24

ONELIFE LEADERSHIP

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 DECEMBER 2023

The trustees, who are also the directors of Onelife Leadership for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

ONELIFE LEADERSHIP

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF ONELIFE LEADERSHIP

I report to the trustees on my examination of the financial statements of Onelife Leadership (the charity) for the year ended 31 December 2023.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

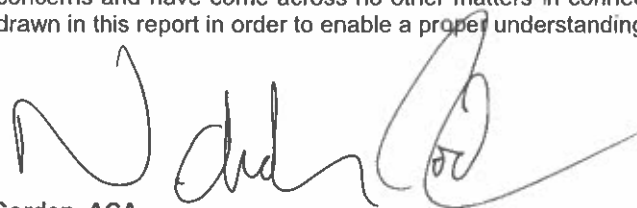
Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.



Nicholas Corden, ACA

For and on behalf of Summers Morgan

First Floor, Sheraton House
Lower Road
Chorleywood
Hertfordshire
WD3 5LH
United Kingdom

Dated: 17 April 2024

ONELIFE LEADERSHIP

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Income from:			
Donations and legacies	2	250,704	237,424
Charitable activities	3	50,361	35,467
Investments	4	273	11
Total income		301,338	272,902
Expenditure on:			
Raising funds	5	22,885	20,339
Charitable activities	6	280,033	216,192
Total expenditure		302,918	236,531
Net income/(expenditure) and movement in funds		(1,580)	36,371
Reconciliation of funds:			
Fund balances at 1 January 2023		88,176	51,805
Fund balances at 31 December 2023		86,596	88,176

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

ONELIFE LEADERSHIP

BALANCE SHEET

AS AT 31 DECEMBER 2023

	Notes	2023 £	£	2022 £	£
Fixed assets					
Tangible assets	11		1		1
Current assets					
Debtors	12	11,417		11,156	
Cash at bank and in hand		97,000		92,974	
		108,417		104,130	
Creditors: amounts falling due within one year	13	21,822		15,955	
Net current assets			86,595		88,175
Total assets less current liabilities			86,596		88,176
The funds of the charity					
Unrestricted funds			86,596		88,176
			86,596		88,176

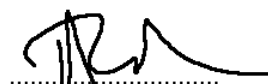
The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 December 2023.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the trustees on 16/4/24



A Riggs
Trustee

Company registration number 07387833 (England and Wales)

ONELIFE LEADERSHIP

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

1 Accounting policies

Charity information

Onelife Leadership is a private company limited by guarantee incorporated in England and Wales. The registered office is 2nd Floor Centre Block, Hill Business Centre, 132A St Albans Road, Watford, Hertfordshire, WD24 4AE.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's memorandum and articles of association, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds can only be used for particular restricted purposes within the objects of the Charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purpose. Further explanation of the nature and purpose of each significant restricted fund is included in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

1.5 Expenditure

Expenditure is recognised in the financial statements once there is a legal or constructive obligation to make payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Support costs are directly attributable to charitable activities.

ONELIFE LEADERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

1 Accounting policies (Continued)

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Plant and machinery	3 years
---------------------	---------

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost.

2 Income from donations and legacies

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Donations and gifts	228,074	214,049
Gift aid recoverable	22,630	23,375
	<u>250,704</u>	<u>237,424</u>

3 Income from charitable activities

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
UK conferences	<u>50,361</u>	<u>35,467</u>

ONELIFE LEADERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

4 Income from investments

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Interest receivable	273	11

5 Raising funds

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
<u>Fundraising and publicity</u>		
Fundraising costs	7,655	4,641
Publicity costs	15,230	15,698
	<u>22,885</u>	<u>20,339</u>
Fundraising and publicity	<u>22,885</u>	<u>20,339</u>

6 Expenditure on charitable activities

	Charitable activities 2023 £	Charitable activities 2022 £
Direct costs		
Staff costs	197,188	138,570
Conferences	44,303	29,119
Training and development	424	2,899
	<u>241,915</u>	<u>170,588</u>
Share of support and governance costs (see note 7)		
Support	36,318	38,859
Governance	1,800	6,745
	<u>280,033</u>	<u>216,192</u>
Analysis by fund		
Unrestricted funds	<u>280,033</u>	<u>216,192</u>

ONELIFE LEADERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

7 Support costs allocated to activities

	2023 £	2022 £
Support costs		
Staff costs	-	1
Depreciation	-	407
Rent	16,259	27,063
Insurance	1,208	159
Staff expenses	1,358	2,558
Printing, Postage & Stationery	565	648
Telecommunications	1,019	1,070
Computer maintenance	169	638
Travel	3,868	3,197
Bank charges	3,527	3,073
Sundry	113	45
Bookkeeping fees	8,232	5,905
	<u>36,318</u>	<u>44,764</u>
Governance costs		
Independent Examination fees	1,800	840
	<u>1,800</u>	<u>840</u>
Total costs	<u>38,118</u>	<u>45,604</u>

8 Trustees

None of the trustees (or any persons connected with them) received any remuneration during the year.

The aggregate amount of out-of-pocket expenses reimbursed for travel and sundry expenses when attending events in their capacity as a trustee was £481 (2022 - £143).

9 Employees

The average monthly number employees during the year was:

2023 Number	2022 Number
<u>7</u>	<u>5</u>

ONELIFE LEADERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

9 Employees (Continued)

Employment costs	2023 £	2022 £
Wages and salaries	179,052	126,575
Social security costs	11,630	7,582
Other pension costs	6,506	4,414
	<u>197,188</u>	<u>138,571</u>

There were no employees whose annual remuneration was more than £60,000.

10 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

11 Tangible fixed assets

	Plant and machinery £
Cost	
At 1 January 2023	<u>7,229</u>
At 31 December 2023	<u>7,229</u>
Depreciation and impairment	
At 1 January 2023	<u>7,228</u>
At 31 December 2023	<u>7,228</u>
Carrying amount	
At 31 December 2023	<u>1</u>
At 31 December 2022	<u>1</u>

12 Debtors

	2023 £	2022 £
Amounts falling due within one year:		
Other debtors	44	-
Prepayments and accrued income	11,373	11,156
	<u>11,417</u>	<u>11,156</u>

ONELIFE LEADERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

13 Creditors: amounts falling due within one year

	2023 £	2022 £
Other taxation and social security	2,810	4,576
Other creditors	764	2,597
Accruals and deferred income	18,248	8,782
	<u>21,822</u>	<u>15,955</u>

14 Retirement benefit schemes

Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of charity in an independently administered fund.

The charge to the income and expenditure account in respect of defined contribution schemes was £6,506 (2022 - £4,414).

15 Unrestricted funds

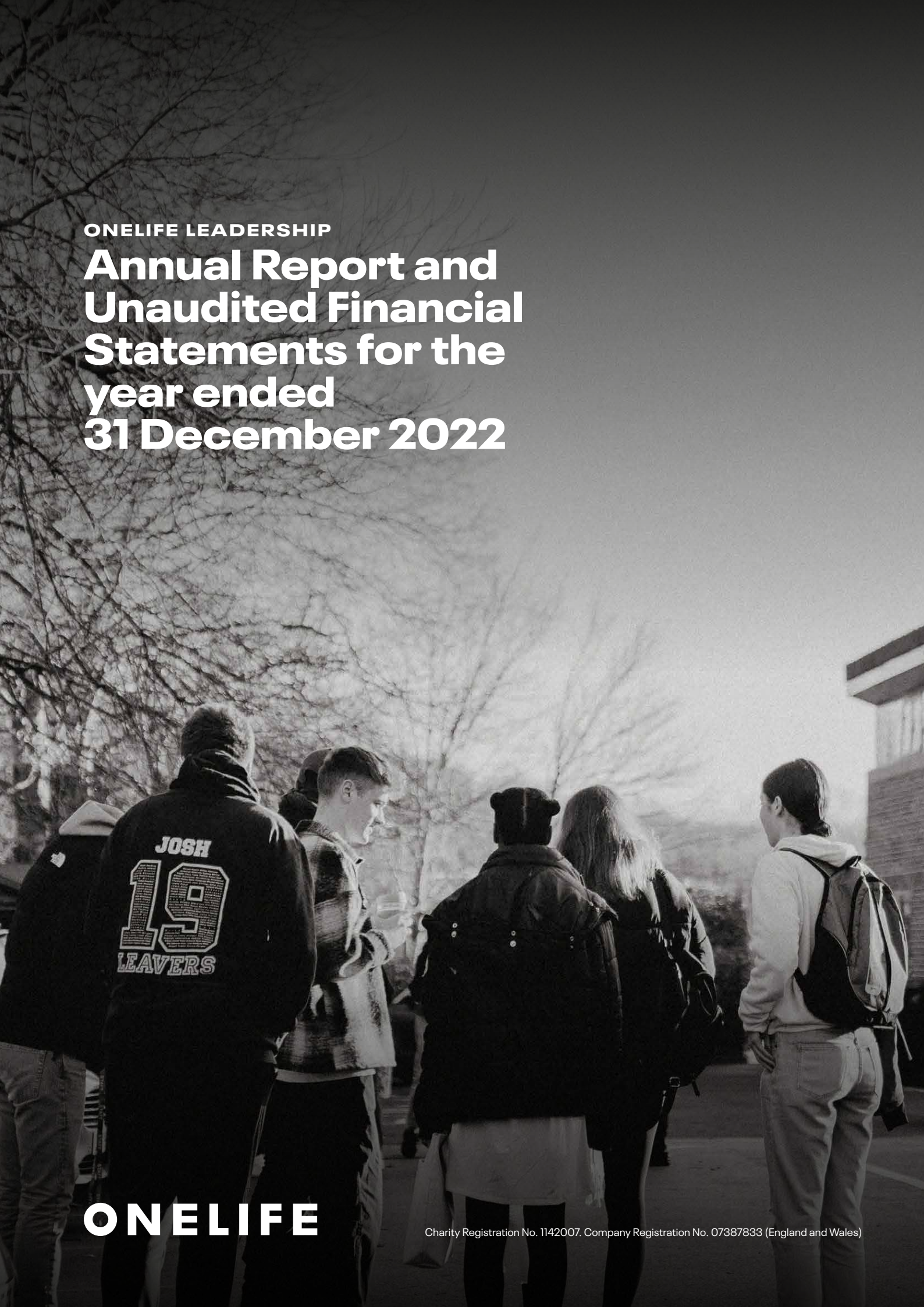
The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used.

	At 1 January 2023 £	Incoming resources £	Resources expended £	At 31 December 2023 £
General funds	<u>88,176</u>	<u>301,338</u>	<u>(302,918)</u>	<u>86,596</u>
Previous year:	At 1 January 2022 £	Incoming resources £	Resources expended £	At 31 December 2022 £
General funds	<u>51,805</u>	<u>272,902</u>	<u>(236,531)</u>	<u>88,176</u>

16 Related party transactions

There were no disclosable related party transactions during the year (2022 - none).

Accounts



ONELIFE LEADERSHIP

Annual Report and Unaudited Financial Statements for the year ended 31 December 2022

ONELIFE

Charity Registration No. 1142007. Company Registration No. 07387833 (England and Wales)

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Peter Wynter A Grant A Mason A Riggs J L Quah A R Tambudzai
Charity number	1142007
Company number	07387833
Registered office	2nd Floor Centre Block Hille Business Centre 132A St Albans Road Watford Hertfordshire WD24 4AE
Independent examiner	Summers Morgan 1st Floor, Sheraton House Lower Road Chorleywood Hertfordshire United Kingdom WD3 5LH

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Statement of financial activities	16
Balance sheet	17
Notes to the accounts	18-22

The Trustees present their report and financial statements for the year ended 31 December 2022.

OBJECTIVE AND ACTIVITIES

Onelife Leadership (Onelife) connects and equips young people and students to become exceptional leaders in every sphere of society.

It could be politics, education, business, the family, the church, media or the arts. We dream of a day when society will be positively impacted by exceptional leaders who, inspired by their Christian faith, cause all around them to thrive.

ONELIFE'S OBJECTS ARE:

- To advance the Christian faith in accordance with the Statement of Beliefs annexed to the Charity's Memorandum and Articles of Association, in such way and in such parts of the UK and Uganda and other parts of the world as the Trustees may from time to time think fit; and

- To advance the education of young people, in particular in their knowledge and understanding of the principals of effective leadership.

The Trustees have considered the Charity Commission's guidance on public benefit and, in particular, the specific guidance for charities on the advancement of religion and the advancement of education, when reviewing the Charity's aims and objectives and in planning future activities for the year. The Trustees have, in their view, met the public benefit requirement through its many and varied activities and events during the period.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)"



Our 2022 Onelife Certificate graduates

ACHIEVEMENTS AND PERFORMANCE

After the uniquely challenging years of the Covid pandemic, this year in many ways represented a return to normality for Onelife. We were able to deliver our full calendar of in-person events across all our programmes, and have a presence at a number of UK Christian events.

We grew the Onelife staff team to both further our reach and build our resilience as an organisation. And we also established a new partnership with St Paul's Church in Hammersmith to give us a local church context in which to root our team, office space in London and a well-connected venue for many of our events going forward. Rounded off with another highly-successful fundraising event in November, the year gave us a strong footing to continue to grow our reach to young people in need of purpose and direction in our ever-changing cultural climate.



EVENTS

The **Onelife Conference** returned in February 2022 with a one-day event held at St Andrew's Church, Chorleywood. It was an opportunity for 103 young people to experience a 'lightbulb moment' where they realise for the first time that they can have influence and exhibit leadership qualities, even when they're not in charge. Liz Bewley, Tom Clarke and Pete Wynter delivered main sessions on Leading with Peace, Leading with Love and Leading with Hope. We were joined by guests from other organisations including Anthesis Group, 24/7 Prayer and St Paul's Hammersmith.

'One of the seminars at the Onelife Conference was called 'Pitch It Like A Boss', and it was all about having a story and how to share it. Even though I didn't think I had a story, I knew that I had an Easter assembly at school coming up where I was going to be sharing about the resurrection of Jesus. It was a really big thing for me and a bold move to step in front of the school. In the assembly, when I spoke about the resurrection, I shared some of my personal journey with relatives and people I was close to dying, and how the resurrection meant I don't have to fear death. It was so nerve-wracking, but by sharing my story publicly, hopefully others will see me as someone they can connect with and confide in! 'I also realised at the conference that to be a leader doesn't mean I have to go into church leadership. One of the talks was by a primary school teacher who can't openly declare the gospel as part of her job, but she can show the love and kindness of God by just being her. It's so exciting because now I know God can take me anywhere in the world and use me for him.'

PIPPA, 16



Opposite:
unpacking a
'lightbulb moment'
Clockwise from top:
seminar smiles;
Onelife Director
Liz Bewley; group
conversation;
exploring
leadership in
education

'It was fun, unique and it felt like everyone was loved and cared for – especially in the small groups where you really got to know people. My main takeaway was to lead with peace at school. When my friends are being inappropriate, I know I can be different to that and live a different story. I don't have to think those thoughts or get involved with what they do, and leading with peace will keep me on the right track.'

NATE, 12



'The highlight of the Onelife Conference for me was the worship time and the overall sense of community and welcome. I connected with so many new people that day and the seminar on thinking patterns really ministered to me personally. As someone who's gone through extreme problems with mental health it was so helpful. Onelife have an amazing way of sharing Christ and his love with a sense of fun, joy and real integrity of the gospel. I'm so thankful that I got to go and be a part of it and I feel really inspired to take back the wonderful things I learned to my youth group.'

TAMIKA, 24, YOUTH WORKER

Along with topic-specific seminars and breakout sessions – exploring themes of prayer, communication, resilience and caring for the environment – our Seven Spheres session was an opportunity for our delegates to be inspired by leaders in every sphere of society, and begin to understand how their own character-first leadership could go on to have a real impact for the kingdom of God.

We are planning to return the Onelife Conference to a three-day event in February 2023.



At the Onelife **School of Leadership** in August, we spent six days with a cohort of 34 young leaders aged 17–24 – a 40% increase in attendees from the previous year. The week is a residential retreat in Gloucestershire, with a blend of Bible-based leadership training, coaching opportunities, and space to disconnect from everyday life and enjoy getting to know the other delegates. At the end of the week, each attendee was awarded a certificate of completion and sent back to their own context with fresh energy to lead with influence.

When I say that the School of Leadership changed my life, I really do mean it. The Onelife teaching completely shifted my perspective on leadership and helped me understand myself so much better. One session that stood out to me was the session on accountability. Before this session I wasn't accountable to anyone. The talk challenged me deeply, but it also motivated me to adopt this into my life by gathering a group of lads I could be accountable to. We have all been open and vulnerable with each other which has benefited us all.'

SANTIAGO, 20

'At the Onelife School of Leadership, through the teaching and example set by the team, I began to see that authentic leadership is based on being the same person both on the stage and in the unseen. This requires vulnerability and the ability to admit weaknesses, which then creates trust. This is contrasted to my previous impression of leadership where I was always impressed by leaders and their examples felt unattainable. Instead, trust is created when you can see yourself in the those who are leading you. I have learnt that leadership is about the day-to-day, ongoing decisions and setting an example to those around me in my every day, leading primarily out of my character ahead of my gifts.'

FIN, 18



'Since the School of Leadership, I have stepped into a role as President of a social justice society at university. Though this sounds impressive, but it's not the title or the job description that allows me to lead well. I've continued to learn the joy that comes from leading by walking through life with others. My favourite part of leadership is being able to encourage people.'

ESTHER, 22

TRAINING

Our growing **Onelife Certificate** training course saw its second cohort of 17 participants take part in seven months of teaching and development, both online and through in-person events. The course began with a weekend retreat at the De Vere Latimer Estate in Buckinghamshire, where we explored character and leadership. Online teaching topics included team dynamics, communication and resilience, and participants were able to access four professional one-to-one coaching sessions during the year. Along with regular online 'process group' conversations – where participants can explore the practical application of their learning in a group context – we held a graduation ceremony on 13 July at St Paul's Church in Hammersmith.

'The Certificate teaching modules were packed full of live and relevant examples and allowed space for the process groups to draw out what it means for us once we turn off our Zoom call and step into our youth groups and schools. The coaching and feedback opportunities gave space for blind spots to be gently worked through and I've tried to use as a springboard moving forward.'

LIZZY, YOUTH WORKER



We promoted our 2023 course during the second half of the year and by December 2022 had received 21 applications – a third year of growth.

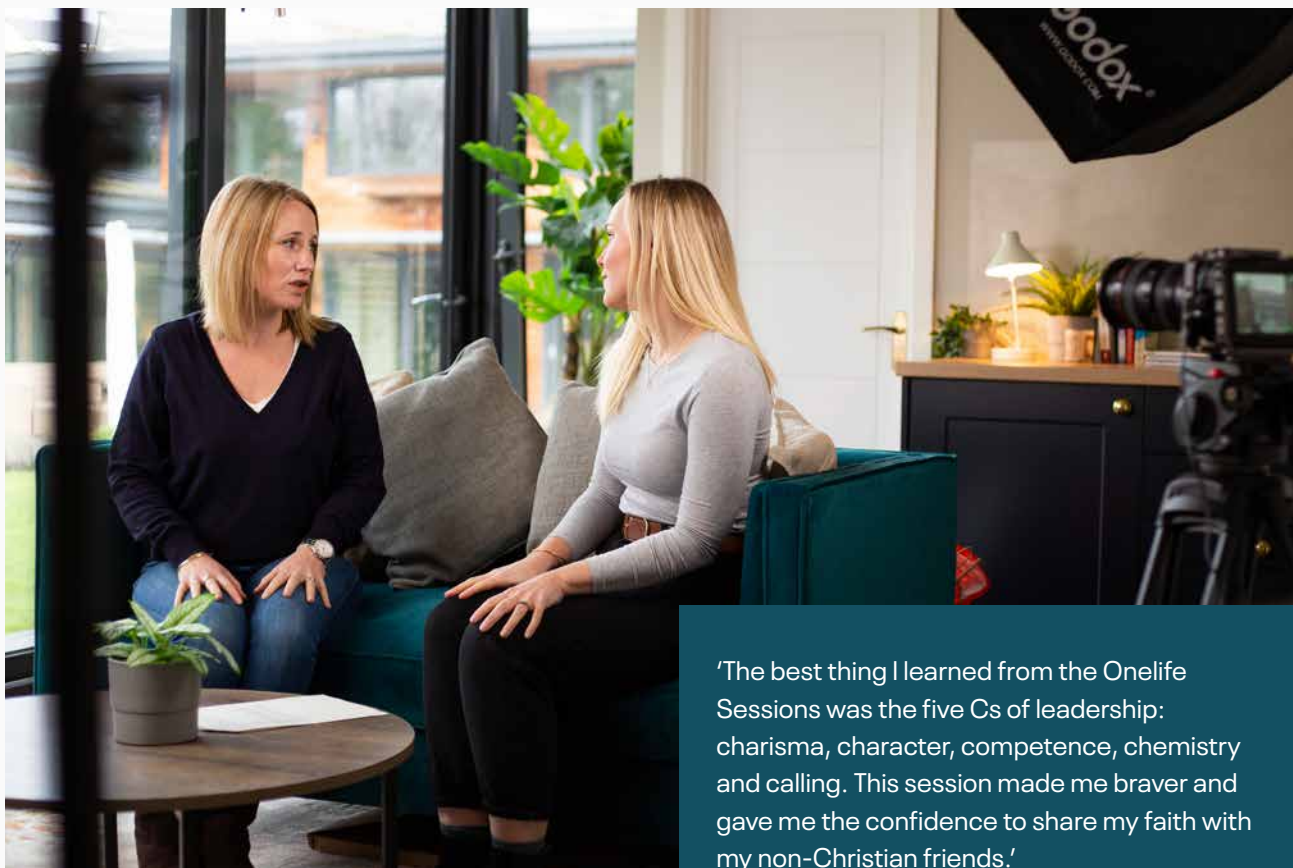
Alongside our in-house training through the Onelife Certificate, we were also invited to deliver leadership training sessions at Christian events throughout the year, including Dreaming the Impossible (DTI), Loretto UK and Wildfires. We continued our partnerships with St Mellitus College and South West Youth Ministries, delivering training sessions to their students.

The **Onelife Internship** continued throughout 2022, with two interns completing the programme in August and one intern joining the team in October.



'The Onelife Certificate has profoundly stretched and developed my character through challenging me to confront and navigate conflict in a healthy way. Rather than avoiding difficult conversations with the people I work with, the Certificate has given me the tools to navigate conflict and actually see these tough conversations as necessary in fighting for a healthy culture.'

WILL, NETWORK DIRECTOR, THE ALPHA COURSE



'The best thing I learned from the Onelife Sessions was the five Cs of leadership: charisma, character, competence, chemistry and calling. This session made me braver and gave me the confidence to share my faith with my non-Christian friends.'

KAINAAN, 12

RESOURCES

Our flagship resource – the **Onelife Leadership Sessions** – is three streams of online, video-based teaching for ages 11–14, 14–18 and 18+. Users can create a free account to access the material, which along with the main teaching content includes session resources for youth groups. This year, 152 new accounts were created. Young people who engage with the Onelife Sessions are given the opportunity to explore what leadership means, unpack their own character, and take away the practical tools they need to lead with influence in their context – whether it's at school or university, around the family dinner table or in the world of work. We continued to actively promote the Onelife Sessions material at all our events and through our growing church network.



The **Onelife Book Club** continued throughout 2022 with two titles: *A Non-Anxious Presence* by Mark Sayers and *Dare To Be* by Brené Brown. We plan to continue the Book Club next year through the use of a dedicated WhatsApp group.



On our website, we published new resources on the topics of encouragement, engaging with the war in Ukraine, sex and relationships, accountability and team dynamics.

CHURCH PARTNERSHIP

In 2022 we continued to work strategically to grow our church partnership network. This is framed by three key ways to engage: churches can send delegates to Onelife events, invite our team to deliver training, and support Onelife financially. This year we delivered training for the staff team at St Andrew's Chorleywood and for the congregation at B&A Church, Bristol.

We also developed a close partnership with St Paul's Church in Hammersmith, including a new Onelife office and opportunities to use the church as a venue for our events. The Onelife staff team chose to play an active part in the St Paul's community during the year, further strengthening our roots in a church context.



FUNDRAISING

Our annual **Onelife Challenge** took place in June, with a route comprising seven peaks in the Lake District. At each summit we took time to pray for a particular sphere of society – for character-first, faith-filled leaders to be raised to have an impact across politics, the arts, family, the church, business, media and education. With 12 participants we raised just over £11,500 to fund our continuing work.

In November, we held our annual fundraising dinner at De Vere Estate Latimer, sharing inspiring stories from young leaders and our vision to grow our impact in 2023. For the second year running this event raised over £100,000 to support the work of Onelife.



STAFF

This year we grew the Onelife staff team to six – taking on three new staff members to develop our events and marketing, our resources and training and our administration. The team is based across our offices in Watford and Hammersmith, with regular opportunities for team-building and personal development. Looking ahead to next year, we have no immediate plans to grow our staff team, with each role playing a strategic part in delivering our vision to raise up a generation of young leaders for every sphere of society.



FINANCIAL REVIEW

The charity is able to keep a low cost base for the very extensive annual programme it runs due to the large number of volunteers that give the Charity an inordinate amount of time at conferences and with training programmes, assisting in the office and as part of the Fundraising Team.

The Charity remains heavily dependent on income from supporters to fulfill its objectives and it is expected that this approach will continue as the Charity continues to grow. As part of the risk management process, the Trustees conclude that they should hold funds to cover all contractual obligations. The current main liability would be meeting employment costs for one month. The Trustees continue to ensure the reserves to meet these liabilities can be met in approving ongoing projects and associated expenditures.

It is the policy of the Charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to a minimum of three month's expenditure (between a level of £40,000 & £55,000). The unrestricted reserves increased from £44,522 in 2020 to £51,805 at the year end. The Trustees consider that with reserves at this level, in the event of a significant drop in funding, they will be able to continue the Charity's current activities.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Onelife is a company limited by guarantee, incorporated on 27th September 2010 and registered with the Charity Commission on 19th May 2011. Onelife activities were originally overseen by St. Andrew's Church, Chorleywood; with effect from March 2011, these activities were transferred to this charity.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Peter Wynter
A Grant
A Mason
A Riggs
J L Quah
A R Tambudzai

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

All Trustees are provided with a copy of the Charity Commission's guide entitled "The Essential Trustee" (CC3) upon appointment.

Trustees are recruited from those sympathetic to the Charity's aims and objectives.

The Board of Directors is the governing body of the Charity and is responsible for monitoring overall governance needs.

Decisions taken by the Trustees, to include the appointment and retirement of trustees, are determined by a majority of votes.

All policy decisions are reserved to the Trustees, following which implementation is delegated to the Charity's Director, Liz Bewley, who is not a director of the charitable company. All financial budgets, annual focus / targets and activities are referred back to the Trustees before they are agreed, and there is close liaison between Liz Bewley and each of the Trustees between meetings.

The Trustees meet, as a minimum, bi-monthly, although additional Trustees' meetings are arranged to address operational or structural matters as they arise. Each meeting will have substantially the same principle agenda headings:

- Vision and Strategy;
- Finance – to include a review of the current financial activity, to determine immediate forthcoming budgetary requirements and to assess fundraising activity;
- Operational Matters; and
- Any other business: to include matters arising out of the Charity's current activity.

The Directors have the right to appoint an individual to be a Patron of the Charity. This would be an honorary appointment and the Patron would not be a Director of the Charity. This position is currently vacant, although exploratory conversations are in motion to consider approaching a Patron who embodies the vision statement of the Charity and has the reputation and platform to promote the Charity.

The Trustees have assessed the major risks to which Onelife is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

The Trustees continue to review the major strategic operational risks which the Charity faces, through regular meetings, and continues to consider the controls and procedures necessary to mitigate them.

The Trustees also seek to keep under constant review, risk to the Charity include: the relationship between the Charity's objects and objectives; barriers to achieving its objectives; potential damage to its reputation and name; protection of the Charity's assets; management of liabilities; compliance risk; data protection; health and safety; personnel risks and financial controls. The Trustees are satisfied that systems are in place to manage the major risks arising in the organisation as far as possible.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees, who are also the directors of Onelife Leadership for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees' report was approved by the Board of Trustees.



Andrew Riggs
Trustee

Dated: 18 July 2023

INDEPENDENT EXAMINER'S REPORT

I report to the trustees on my examination of the financial statements of Onelife Leadership (the charity) for the year ended 31 December 2021.

RESPONSIBILITIES AND BASIS OF REPORT

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

INDEPENDENT EXAMINER'S STATEMENT

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- (i) accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
- (ii) the financial statements do not accord with those records; or
- (iii) the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
- (iv) the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting

Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.



Nicholas Corden ACA

For and on behalf of Summers Morgan

First Floor, Sheraton House
Lower Road
Chorleywood
Hertfordshire
WD3 5LH

Dated: 19 July 2023

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

	Notes	Unrestricted funds 2022 £	Unrestricted funds 2021 £
Income from:			
Donations and legacies	2	237,424	171,994
Charitable activities	3	35,467	36,498
Investments	4	11	-
Total income		272,902	208,492
Expenditure on:			
Raising funds	5	20,339	17,301
Charitable activities	6	216,192	183,908
Total expenditure		236,531	201,209
Net income for the year / Net movement in funds		36,371	7,283
Fund balances at 1 January 2021		51,805	44,522
Fund balances at 31 December 2021		88,176	51,805

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

BALANCE SHEET

AS AT 31 DECEMBER 2022

	Notes	£	2022 £	£	2021 £
Fixed assets					
Tangible assets	11		1		408
Current assets					
Debtors	12	11,156		5,324	
Cash at bank and in hand		92,974		50,477	
		104,130		55,801	
Creditors: amounts falling due within one year	13	(15,955)		(4,404)	
Net current assets			88,175		51,397
Total assets less current liabilities			88,176		51,805
Income funds					
Unrestricted funds			88,176		51,805
			88,176		51,805

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 December 2022.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 10 July 2023.



Andrew Riggs
Trustee

Company Registration No. 07387833

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

1. ACCOUNTING POLICIES

Company information

Onelife Leadership is a private company limited by guarantee incorporated in England and Wales. The registered office is 2nd Floor Centre Block, Hille Business Centre, 132A St Albans Road, Watford, Hertfordshire, WD24 4AE.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's memorandum and articles of association, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Onelife has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds can only be used for particular restricted purposes within the objects of the Charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purpose. Further explanation of the nature and purpose of each significant restricted fund is included in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

1.5 Expenditure

Expenditure is recognised in the financial statements once there is a legal or constructive obligation to make payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Support costs are directly attributable to charitable activities.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2022

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

- Plant and machinery: 3 years

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost.

2. DONATIONS AND LEGACIES

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Donations and gifts	214,049	152,223
Gift aid recoverable	23,375	19,771
	237,424	171,994

3. CHARITABLE ACTIVITIES

	2022	2021
	£	£
UK conferences	35,467	36,498

4. INVESTMENTS

	2022	2021
	£	£
Interest receivable	11	-

5. RAISING FUNDS

	2022	2021
	£	£
Fundraising costs	4,641	5,335
Other fundraising costs	15,698	11,966
Fundraising and publicity	20,339	17,301

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

6. CHARITABLE ACTIVITIES

	2022 £	2021 £
Staff costs	138,570	125,309
Conferences	29,119	21,546
Training and development	2,899	612
	170,588	147,467
Share of support costs (see note 7)	38,859	35,601
Share of governance costs (see note 7)	6,745	840
	216,192	183,908

7. SUPPORT COSTS

	Support costs £	Governance costs £	2022 £	Support costs £	Governance costs £	2021 £
Depreciation	408	-	408	2,005	-	2,005
Rent	27,063	-	27,063	22,220	-	22,220
Insurance	159	-	159	870	-	870
Staff costs	2,558	-	2,558	1,608	-	1,608
Printing, postage & stationery	648	-	648	280	-	280
Telecommunications	1,070	-	1,070	208	-	208
Computer repairs/maintenance	638	-	638	524	-	524
Travel	3,197	-	3,197	450	-	450
Bank charges	3,073	-	3,073	2,357	-	2,357
Sundry expenses	45	-	45	(47)	-	(47)
Accountancy fees	-	6,745	6,745	-	5,996	5,966
	38,859	6,745	45,604	30,475	3,423	36,441
Analysed between charitable activities	38,859	6,745	45,604	35,601	840	36,441

Accountancy fees include £840 (2021: £840) payable to the independent examiner.

8. TRUSTEES

None of the Trustees (or any persons connected with them) received any remuneration during the year.

The aggregate amount of out-of-pocket expenses reimbursed for travel and sundry expenses when attending events in their capacity as a trustee was £143 (2021: nil).

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

9. EMPLOYEES

The average monthly number employees during the year was:

	2022 Number	2021 Number
	7	5
	2022 £	2021 £
Employment costs		
Wages and salaries	126,575	115,028
Social security costs	7,582	6,189
Other pension costs	4,414	4,093
	138,571	125,310

There were no employees whose annual remuneration was £60,000 or more.

10. TAXATION

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

11. TANGIBLE FIXED ASSETS

Cost	Plant and machinery £
At 1 January 2022	7,229
At 31 December 2022	7,229
Depreciation and impairment	
At 1 January 2022	6,821
Depreciation charged in the year	407
At 31 December 2022	7,228
Carrying amount	
At 31 December 2022	1
At 31 December 2021	408

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

12. DEBTORS

	2022	2021
	£	£
Amounts falling due within one year:		
Prepayments and accrued income	11,156	5,324

13. CREDITORS

	2022	2021
	£	£
Creditors: amounts falling due within one year		
Other taxation and social security	4,576	1,923
Other creditors	2,597	535
Accruals and deferred income	8,782	1,946
	15,955	4,404

14. RETIREMENT BENEFIT SCHEMES

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of charity in an independently administered fund.

The charge to the income and expenditure account in respect of defined contribution schemes was £4,414 (2021 - £4,093).

15. RESTRICTED FUNDS

No restricted funds.

16. RELATED PARTY TRANSACTIONS

There were no disclosable related party transactions during the year (2021 – none).

**DEVELOPING CHARACTER
EQUIPPING TO LEAD
IMPACTING SOCIETY**

Onelife Leadership
onelifeleaders.com

Charity Registration No. 1142007

Company Registration No. 07387833 (England and Wales)

Accounts



ONELIFE

ONELIFE LEADERSHIP

Annual Report and Unaudited Financial Statements for the year ended 31 December 2021

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Peter Wynter A Grant A Mason A Riggs J L Quah (Appointed 25 January 2021) A R Tambudzai (Appointed 25 January 2021)
Charity number	1142007
Company number	07387833
Registered office	2nd Floor Centre Block Hille Business Centre 132A St Albans Road Watford Hertfordshire WD24 4AE
Independent examiner	Summers Morgan 1st Floor, Sheraton House Lower Road Chorleywood Hertfordshire United Kingdom WD3 5LH

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The Trustees present their report and financial statements for the year ended 31 December 2021.

OBJECTIVE AND ACTIVITIES

Onelife Leadership (Onelife) connects and equips young people and students to become exceptional leaders in every sphere of society.

It could be politics, education, business, the family, the church, media or the arts. We dream of a day when society will be positively impacted by exceptional leaders who, inspired by their Christian faith, cause all around them to thrive.

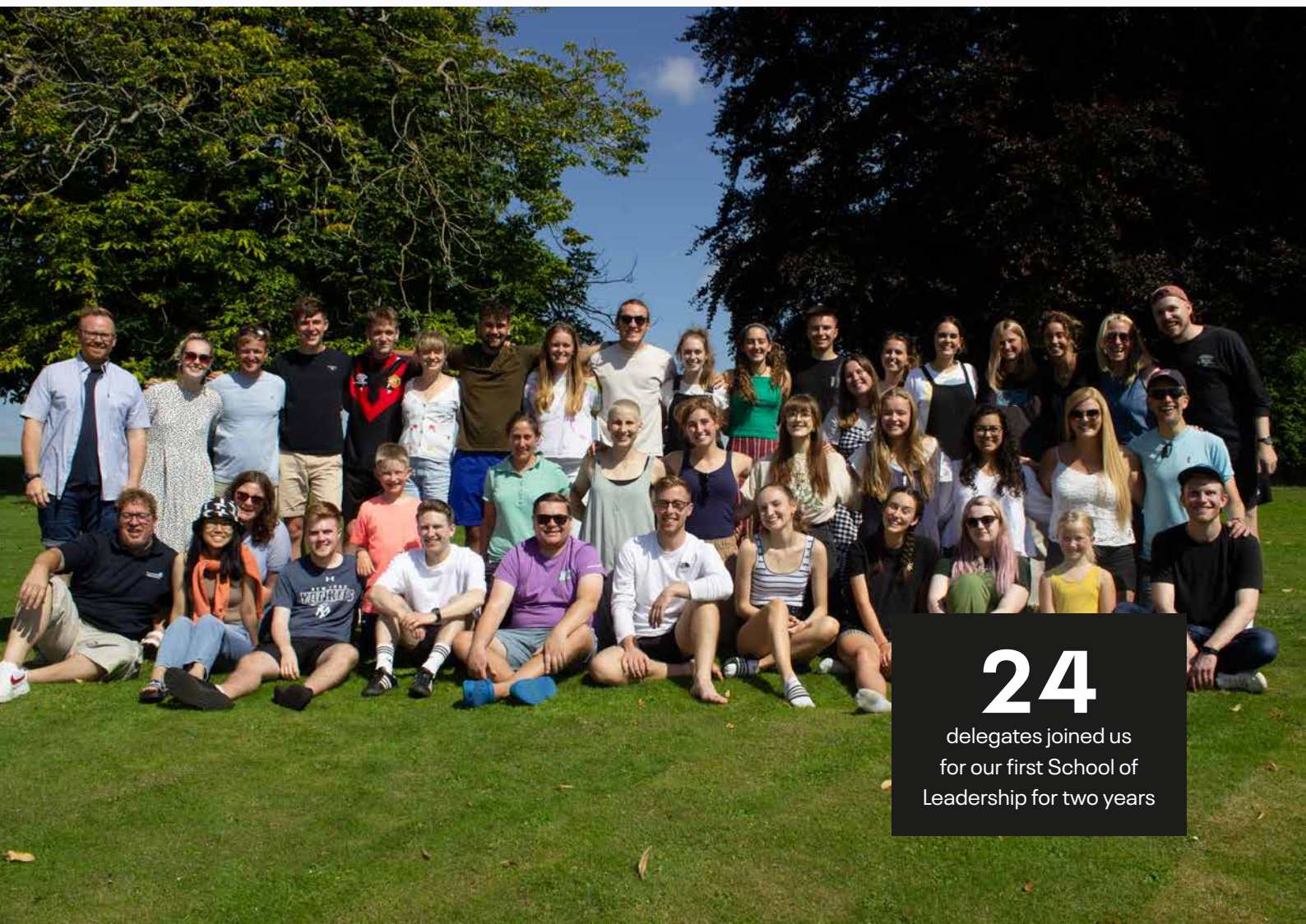
ONELIFE'S OBJECTS ARE:

- To advance the Christian faith in accordance with our statement of beliefs for the benefit of the public throughout the UK and beyond through the provision of events, training and resources to equip young people with effective leadership skills.

- To advance education by training and resourcing churches and other organisations to teach leadership principles to young people.

The Trustees have considered the Charity Commission's guidance on public benefit and, in particular, the specific guidance for charities on the advancement of religion and the advancement of education, when reviewing the Charity's aims and objectives and in planning future activities for the year. The Trustees have, in their view, met the public benefit requirement through its many and varied activities and events during the period.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)"



Our 2021 School of Leadership team and delegates

ACHIEVEMENTS AND PERFORMANCE

Across the year we continued to respond to the changing national situation relating to the Covid-19 pandemic. As the UK entered its third period of lockdown, our online sessions for youth workers became a focal point of our work, alongside the first cohort of the Onelife Certificate, much of which involved online teaching, discussion and assignments. The easing of restrictions later in the year meant we were increasingly able to return to in-person programmes, including our Certificate graduation event and the return of the School of Leadership.

With the completion of the Onelife Sessions – our online training resource – and a hugely encouraging fundraising event later in the year, 2021 formed a strong foundation for our continued investment in young people's lives as we seek to engage and equip a generation of young leaders in the face of unprecedented challenge and uncertainty.

EVENTS

While restrictions meant our conference was unable to take place in 2021, as the year progressed our events were able to return after the limitations of 2020.

The Onelife School of Leadership – our six-day training residential – returned with 24 delegates, who experienced teaching on communication, leadership styles, soft skills, habits and more. Along with 720-degree survey feedback and opportunities to process learning in smaller group settings, the whole week was in the context of worship, prayer, food and fun – helping delegates to build strong connections with other young leaders.

The School of Leadership encouraged me to step up as a leader in my Christian and non-Christian communities and gave me the confidence to live out my faith in more ways than I could have ever imagined.... Discipleship is a journey, not an end goal.'

EMILY, 19, STUDENT

'It was the best week of my life and the most needed week of my life. At the School of Leadership, I discovered that identity is key when we lead... I'm still so excited because of the personal revival that I experienced during that week. It made me so passionate about my relationship with God and being a leader. It was honestly the best week of my life. It changed me!'

ABI, 18, SIXTH-FORMER

Top to bottom:
Tom Clarke
teaches at
the School of
Leadership; all
in the context of
food and fun



The School of Leadership gave me the confidence to step into the places where I have influence knowing that I

don't have to be afraid of the authority I carry. I learnt something from every session, from my habits to understanding my body language and the way I communicate when I'm exhausted.'

BEC, 20, STUDENT



'The School of Leadership really gave me the tools for how to lead with awareness of my weaknesses.'

FREYA, 19, STUDENT



Throughout 2021 we continued our online **Youth Worker Gatherings** – monthly opportunities for youth workers to connect with Onelife and each other and be encouraged in their work and ministry. With consistent attendance for the first part of the year, we saw numbers begin to reduce towards the end of 2021 as many youth workers returned to a different balance of in-person and online time. The gatherings won't continue with the same regularity in 2022.

80

new accounts created
online to access the **Onelife
Leadership Sessions** in the
first three months

RESOURCES

Our **online resources** developed in 2020 continued to be accessed by youth workers, with our Covid-19 resources for youth workers our most popular online content throughout 2021.

Our online Book Club continued throughout the year, comprising readings of *The Power of Habit* by Charles Duhigg, *The Undefended Leader* by Simon P Walker, and *Beautiful Resistance* by Jon Tyson – who joined us online for a Q&A session in May 2021.

In April and May 2021, we took time to capture the remainder of our **Onelife Leadership Sessions** material – three streams of online resources for

11–14s, 14–18s and 18+. Totalling 18 sessions, each including a blend of video teaching, interactive exercises and discussion topics, we released the material online in October 2021. To facilitate this, we overhauled our website to give us a platform capable of hosting the resources.

The Leadership Sessions are designed to remove any barriers that could get in the way of investing in young leaders. It means that any church in any context can access our training and tools for free, so that they in turn can raise up young leaders who are passionate about their relationship with Jesus, who lead with

integrity, and who have the practical skills they need to lead with excellence in their context.

By the end of 2021 we had seen almost 80 new online accounts created for youth and student workers to access the material, equivalent to the number of youth workers we had previously been able to train in person. Going into 2022, we will be using the Onelife Sessions to continue to grow our church network.

TRAINING

This year saw our first cohort complete the Onelife Professional Development Certificate in Leadership (**Onelife Certificate**).

The course involved seven months of teaching, coaching, group processing opportunities and written assignments. With 15 delegates completing the course, we exceeded our target of 10 for the year. The online nature of the course meant we could be joined by delegates from across the UK, representing a diverse group of churches. The course culminated with an in-person graduation event at St Paul's Hammersmith church in West London in July. The Onelife Certificate is part of our strategic approach to raising young leaders – it's vital that we invest in and train the youth pastors who are in contact with young people on a regular basis so that we can see our impact multiplied across different contexts and locations.

Applications for our 2022 Onelife Certificate course represent a slight growth in the course to 17 delegates, as a key part of our strategy to grow our church network.

We continued to offer the Onelife **Internship** in 2021, with one individual completing their internship in August 2021, and another starting their year in October 2021 with another confirmed for a January 2022 start. The internship is an opportunity for a young leader to step into the day-to-day life of the charity and gain experience not only in charity administration but also to be nurtured in an area of skill or passion.

The Onelife Certificate has given me a golden opportunity to be stretched, to think outside the box and to return to the core of what it means to be a Christian leader.'

STEVE, CAMBRIDGE

The structure of the Onelife Certificate was fantastic in providing regular input, as well as time to reflect and put into practice what I had learnt, with the added bonus of monthly accountability!'

HANNAH, EXETER



I have felt deeply encouraged and equipped through my time on the Certificate course. The team and course-mates have been a great blessing to me, giving me invaluable biblical teaching and insight in how to lead out in the ministry I've been called to serve.'

CONNAIRE, EDINBURGH

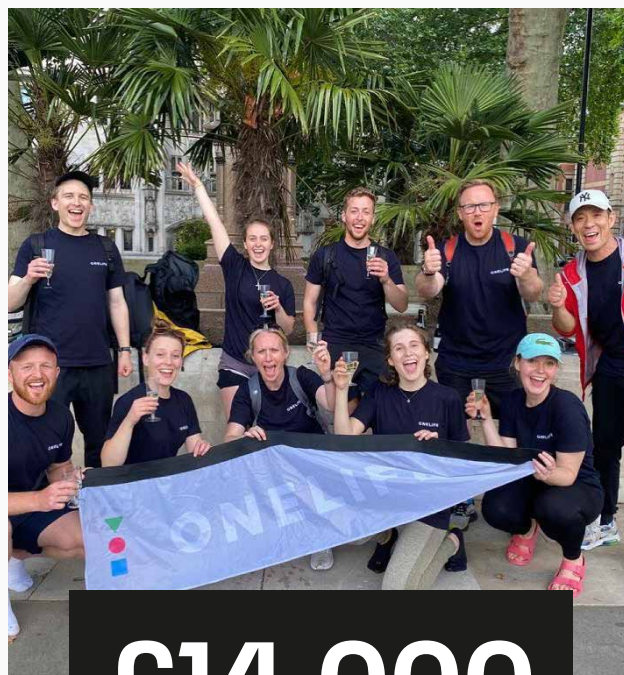
'The teaching on the Certificate was absolutely phenomenal. The emphasis on character, and leadership, is timeless. The Certificate has given me more peace in my role as a Youth Worker. One of the best things about Onelife and the Certificate was the absolute emphasis on vulnerability.'

SAMUEL, LONDON

FUNDRAISING

In 2021 we were able to run an in-person Onelife Challenge in early July. It involved a 21-mile hike across London visiting seven locations corresponding to the seven spheres of society. At each location we took time to pray for godly, character-first leaders to be raised up in each sphere. It was a fundraising success, raising more than **£14,000** to continue to fund our work.

In November, we held our annual fundraising dinner at De Vere Latimer Estate in Buckinghamshire. We were able to share inspiring stories of the resilience and creativity of a number of young leaders, and were overwhelmed by the response: seeing more than £110,000 given or pledged on the night. It was by far the most successful Onelife fundraising event to date.



£14,000

raised through our #21for21
Onelife Challenge

STAFF

With slightly reduced staff team capacity at the end of 2021, we will be looking to recruit new individuals in 2022 to help us grow and develop our work with young people.

This year we said goodbye to Helen Davies, who had been a key part of the Onelife team for five years. In her time as a staff member she has spearheaded our training resources for young people and youth workers, creating and developing both the Onelife Sessions and the Onelife Certificate. We are extremely grateful to her for her faithful service to Onelife.

FINANCIAL REVIEW

The charity is able to keep a low cost base for the very extensive annual programme it runs due to the large number of volunteers that give the Charity an inordinate amount of time at conferences and with training programmes, assisting in the office and as part of the Fundraising Team.

The Charity remains heavily dependent on income from supporters to fulfill its objectives and it is expected that this approach will continue as the Charity continues to grow. As part of the risk management process, the Trustees conclude that they should hold funds to cover all contractual obligations. The current main liability would be meeting employment costs for one month. The Trustees continue to ensure the reserves to meet these liabilities can be met in approving ongoing projects and associated expenditures.

It is the policy of the Charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to a minimum of three month's expenditure (between a level of £40,000 & £55,000). The unrestricted reserves increased from £44,522 in 2020 to £51,805 at the year end. The Trustees consider that with reserves at this level, in the event of a significant drop in funding, they will be able to continue the Charity's current activities.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Onelife is a company limited by guarantee, incorporated on 27th September 2010 and registered with the Charity Commission on 19th May 2011. Onelife activities were originally overseen by St. Andrew's Church, Chorleywood; with effect from March 2011, these activities were transferred to this charity.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Peter Wynter
W Desmond (Resigned 6 December 2021)
A Grant
A Mason
A Riggs
J L Quah (Appointed 25 January 2021)
A R Tambudzai (Appointed 25 January 2021)

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

All Trustees are provided with a copy of the Charity Commission's guide entitled "The Essential Trustee" (CC3) upon appointment.

Trustees are recruited from those sympathetic to the Charity's aims and objectives.

The Board of Directors is the governing body of the Charity and is responsible for monitoring overall governance needs.

Decisions taken by the Trustees, to include the appointment and retirement of trustees, are determined by a majority of votes.

All policy decisions are reserved to the Trustees, following which implementation is delegated to the Charity's Director, Liz Bewley, who is not a director of the charitable company. All financial budgets, annual focus / targets and activities are referred back to the Trustees before they are agreed, and there is close liaison between Liz Bewley and each of the Trustees between meetings.

The Trustees meet, as a minimum, bi-monthly, although additional Trustees' meetings are arranged to address operational or structural matters as they arise. Each meeting will have substantially the same principle agenda headings:

- Vision and Strategy;
- Finance – to include a review of the current financial activity, to determine immediate forthcoming budgetary requirements and to assess fundraising activity;
- Operational Matters; and
- Any other business: to include matters arising out of the Charity's current activity.

The Directors have the right to appoint an individual to be a Patron of the Charity. This would be an honorary appointment and the Patron would not be a Director of the Charity. This position is currently vacant, although exploratory conversations are in motion to consider approaching a Patron who embodies the vision statement of the Charity and has the reputation and platform to promote the Charity.

The Trustees have assessed the major risks to which Onelife is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

The Trustees continue to review the major strategic operational risks which the Charity faces, through regular meetings, and continues to consider the controls and procedures necessary to mitigate them.

The Trustees also seek to keep under constant review, risk to the Charity include: the relationship between the Charity's objects and objectives; barriers to achieving its objectives; potential damage to its reputation and name; protection of the Charity's assets; management of liabilities; compliance risk; data protection; health and safety; personnel risks and financial controls. The Trustees are satisfied that systems are in place to manage the major risks arising in the organisation as far as possible.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees, who are also the directors of Onelife Leadership for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees' report was approved by the Board of Trustees.



Andrew Riggs
Trustee

Dated: 13 July 2022

INDEPENDENT EXAMINER'S REPORT

I report to the trustees on my examination of the financial statements of Onelife Leadership (the charity) for the year ended 31 December 2021.

RESPONSIBILITIES AND BASIS OF REPORT

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

INDEPENDENT EXAMINER'S STATEMENT

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- (i) accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
- (ii) the financial statements do not accord with those records; or
- (iii) the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
- (iv) the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting

Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.



Nicholas Corden ACA

For and on behalf of Summers Morgan

First Floor, Sheraton House
Lower Road
Chorleywood
Hertfordshire
WD3 5LH

Dated: 21 July 2022

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

	Notes	Unrestricted funds 2021 £	Unrestricted funds 2020 £
Income from:			
Donations and legacies	2	171,994	172,597
Charitable activities	3	36,498	14,261
Investments	4	-	70
Total income		208,492	186,928
Expenditure on:			
Raising funds	5	17,301	8,771
Charitable activities	6	183,908	168,289
Total expenditure		201,209	177,060
Net income for the year / Net movement in funds		7,283	9,868
Fund balances at 1 January 2021		44,522	34,654
Fund balances at 31 December 2021		51,805	44,522

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

BALANCE SHEET

AS AT 31 DECEMBER 2021

	Notes	£	2021 £	£	2020 £
Fixed assets					
Tangible assets	10		408		2,412
Current assets					
Debtors	11	5,324		5,392	
Cash at bank and in hand		50,477		40,583	
		55,801		45,975	
Creditors: amounts falling due within one year	12	(4,404)		(3,865)	
Net current assets			51,397		42,110
Total assets less current liabilities			51,805		44,522
Income funds					
Unrestricted funds			51,805		44,522
			51,805		44,522

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 December 2021.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 13 July 2022.



Andrew Riggs
Trustee

Company Registration No. 07387833

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

1. ACCOUNTING POLICIES

Company information

Onelife Leadership is a private company limited by guarantee incorporated in England and Wales. The registered office is 2nd Floor Centre Block, Hille Business Centre, 132A St Albans Road, Watford, Hertfordshire, WD24 4AE.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's memorandum and articles of association, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Onelife has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds can only be used for particular restricted purposes within the objects of the Charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purpose. Further explanation of the nature and purpose of each significant restricted fund is included in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

1.5 Expenditure

Expenditure is recognised in the financial statements once there is a legal or constructive obligation to make payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Support costs are directly attributable to charitable activities.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

- Plant and machinery: 3 years

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost.

2. DONATIONS AND LEGACIES

	Unrestricted funds	Unrestricted funds
	2021	2020
	£	£
Donations and gifts	152,223	153,707
Gift aid recoverable	19,771	18,890
	171,994	172,597

3. CHARITABLE ACTIVITIES

	2021	2020
	£	£
UK conferences	36,498	14,261

4. INVESTMENTS

	2021	2020
	£	£
Interest receivable	-	70

5. RAISING FUNDS

	2021	2020
	£	£
Fundraising costs	5,335	1,636
Other fundraising costs	11,966	7,135
Fundraising and publicity	17,301	8,771

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

6. CHARITABLE ACTIVITIES

	2020 £	2019 £
Staff costs	125,309	115,312
Conferences	21,546	15,591
Training and development	612	712
	147,467	131,615
Share of support costs (see note 7)	35,601	33,251
Share of governance costs (see note 7)	840	3,423
	183,908	168,289

7. SUPPORT COSTS

	Support costs £	Governance costs £	2021 £	Support costs £	Governance costs £	2020 £
Staff costs	1	-	1	-	-	-
Depreciation	2,004	-	2,004	2,004	-	2,004
Rent	22,220	-	22,220	22,543	-	22,543
Insurance	870	-	870	991	-	991
Staff costs	1,608	-	1,608	1,044	-	1,044
Printing, postage & stationery	280	-	280	926	-	926
Telecommunications	208	-	208	1,735	-	1,735
Computer repairs/maintenance	524	-	524	524	-	524
Travel	450	-	450	98	-	98
Bank charges	2,357	-	2,357	2,616	-	2,616
Office costs	-	-	-	620	-	620
Sundry expenses	(47)	-	(47)	150	-	150
Audit fees	5,126	840	5,966	-	3,423	3,423
	35,601	3,423	36,441	33,251	3,423	36,674
Analysed between charitable activities	35,601	840	36,441	33,251	3,423	36,674

Accountancy fees include £840 (2020: £840) to the independent examiner.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

8. TRUSTEES

None of the Trustees (or any persons connected with them) received any remuneration during the year.

The aggregate amount of out-of-pocket expenses reimbursed for travel and sundry expenses when attending events in their capacity as a trustee was nil (2020: nil).

9. EMPLOYEES

The average monthly number employees during the year was:

	2021 Number	2020 Number
	5	5
	2021 £	2020 £
Employment costs		
Wages and salaries	115,028	106,444
Social security costs	6,189	5,173
Other pension costs	4,093	3,695
	125,310	115,312

There were no employees whose annual remuneration was £60,000 or more.

10. TANGIBLE FIXED ASSETS

Cost	Plant and machinery £
At 1 January 2021	7,229
At 31 December 2021	7,229
Depreciation and impairment	
At 1 January 2021	4,817
Depreciation charged in the year	2,004
At 31 December 2021	6,821
Carrying amount	
At 31 December 2021	408
At 31 December 2020	2,412

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

11. DEBTORS

	2021	2020
	£	£
Amounts falling due within one year:		
Prepayments and accrued income	5,324	5,392

12. CREDITORS

	2020	2019
	£	£
Creditors: amounts falling due within one year		
Other taxation and social security	1,923	2,209
Other creditors	535	515
Accruals and deferred income	1,946	1,141
	4,404	3,865

13. RETIREMENT BENEFIT SCHEMES

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of charity in an independently administered fund.

The charge to the income and expenditure account in respect of defined contribution schemes was £4,093 (2020 - £3,695).

14. RESTRICTED FUNDS

No restricted funds.

15. RELATED PARTY TRANSACTIONS

There were no disclosable related party transactions during the year (2020 – none).

Onelife Leadership
onelifeleaders.com

Charity Registration No. 1142007

Company Registration No. 07387833 (England and Wales)

Accounts



ONELIFE LEADERSHIP

Annual Report and Unaudited Financial Statements for the year ended 31 December 2020



LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	William Desmond Alastair Grant Anna Mason Andrew Riggs Peter Wynter
Charity number	1142007
Company number	07387833
Independent examiner	Summers Morgan 1st Floor, Sheraton House Lower Road Chorleywood Hertfordshire United Kingdom WD3 5LH

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The Trustees present their report and financial statements for the year ended 31 December 2020.

OBJECTIVE AND ACTIVITIES

Onelife Leadership (Onelife) connects and equips young people and students to become exceptional leaders in every sphere of society.

It could be politics, education, business, the family, the church, media or the arts. We dream of a day when society will be positively impacted by exceptional leaders who, inspired by their Christian faith, cause all around them to thrive.

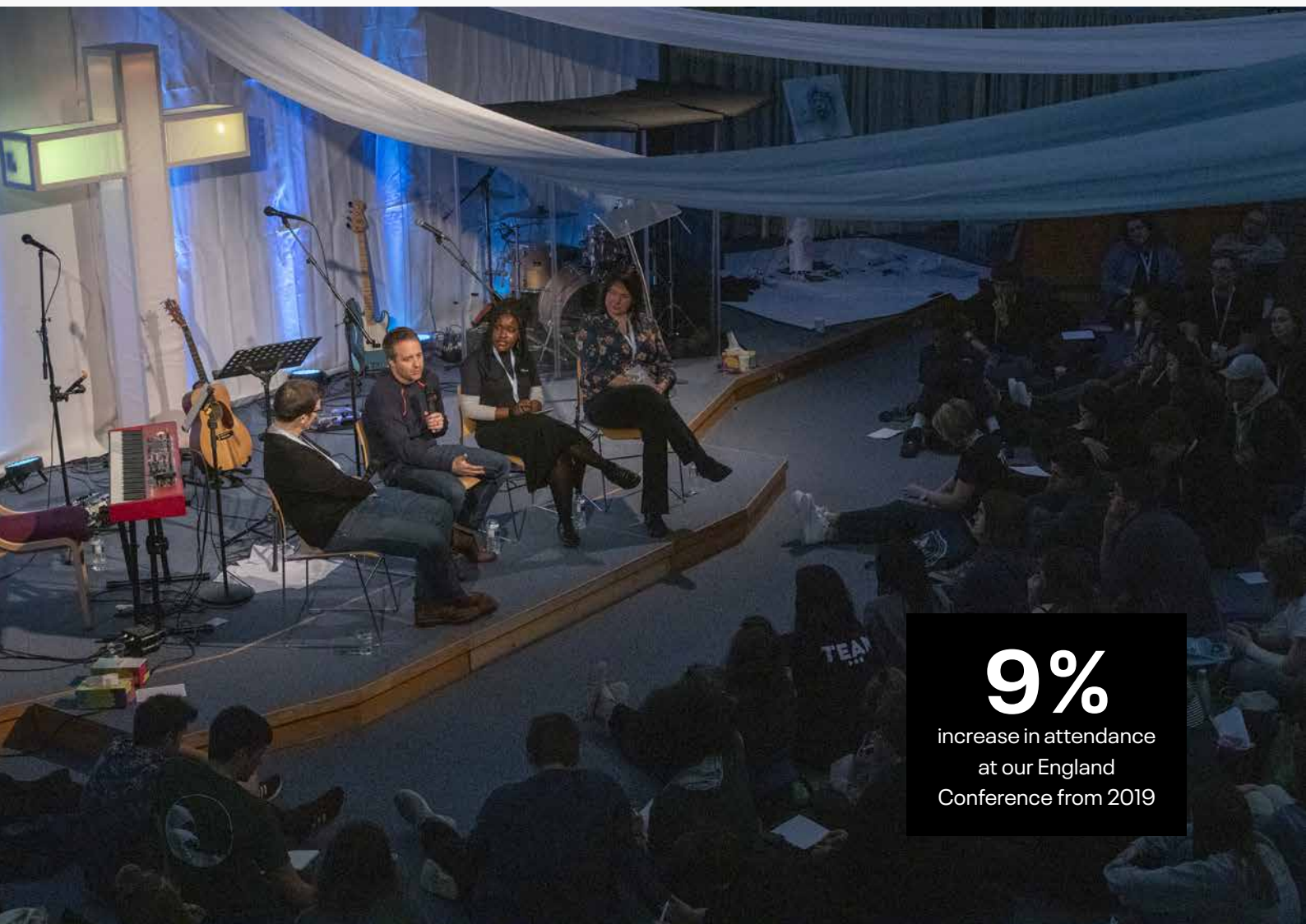
ONELIFE'S OBJECTS ARE:

- To advance the Christian faith in accordance with the Statement of Beliefs annexed to the Charity's Memorandum and Articles of Association, in such way and in such parts of the UK and Uganda and other parts of the world as the Trustees may from time to time think fit; and

- To advance the education of young people, in particular in their knowledge and understanding of the principals of effective leadership.

The Trustees have considered the Charity Commission's guidance on public benefit and, in particular, the specific guidance for charities on the advancement of religion and the advancement of education, when reviewing the Charity's aims and objectives and in planning future activities for the year. The Trustees have, in their view, met the public benefit requirement through its many and varied activities and events during the period.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)"



Panel discussion at the Onelife Conference in February 2020

ACHIEVEMENTS AND PERFORMANCE

It goes without saying that 2020 was a tumultuous year, with the impact of the Covid-19 pandemic becoming an ever-increasing reality as the year progressed. And while our activities in the first two months of the year proceeded as planned, from March onwards we were faced with the need to revise many of our existing plans in light of the new reality.

Despite the challenges, we were still able to deliver our strategic focus of events, training and resources to engage and equip young people and students with the principles of effective, Christ-centred leadership.

EVENTS

The first major event in our calendar was our Distinct conference, held over three days in February 2020 at St Andrew's Church, Chorleywood. We were joined by 131 delegates (a 9% increase on our 2019 attendance) as we explored the theme of distinctive leadership through the book of Daniel. Session topics covered sustainability, motivation, storytelling and communication, social media and wellbeing.

We were joined by special guests including Zeke Rink (Dreaming the Impossible), Duro Oye (2020Change), Steve Morris (SOZO Foundation), Jane Kirby (Rebel Hearts Rebel Girls) and Martin Saunders (Youthscape), with the Onelife team hosting and

delivering additional seminars and main sessions. Alongside the main programme we also offered free professional coaching and wellbeing consultations for youth workers.

Our other physical events – including our annual School of Leadership – needed to change shape as a result of restrictions due to the Covid-19 pandemic. In their place we were able to deliver online training and resources across the remainder of the year.

'What made the conference special was seeing the young people I brought flourish from challenging teaching, having time as a leader to invest in myself through the youth workers' seminar and feeling able to respond myself in ministry time. The thing I took away was that the terrain has changed in culture and if we don't make note of this, we can't be distinctive in our leadership. In order to change culture, it's important we aren't consuming it!'

LUCY, YOUTH WORKER, LONDON



Above: worship is a key priority at our events; below: engaging with teaching in a main session

'The main thing I took away was the breakdown of what a stereotypical leader looks like. Another thing that stood out for me was the idea that God is working through every high and every low in our lives, preparing and building us up for something great – we just need to learn how to listen and abide in his will for us.'

CIARA, YOUNG PERSON, ST ALBANS



'Since the conference, I've noticed a change in my mindset on a day-to-day basis. I know that my intrinsic values and beliefs shape who I am and how I lead.'

HARRY, YOUNG PERSON, BRISTOL



Liz in conversation with Duro Oye from 2020Change

RESOURCES

While our events were significantly impacted by Covid-19, the new focus on online engagement led to a prolific year for our team in producing new digital resources.

During the first UK lockdown in March–June, we delivered a 12-week journey through the book *Celebration of Discipline* by Richard Foster. We shared written, visual and video updates three times a week with our followers as a way to help them engage with their own reading. Feedback from this exercise was overwhelmingly positive, and based on page views, we saw more than 40% of those who started reading in week one still reading in week 12.

During April we also produced a set of original resources specifically for youth workers as they faced new ways to engage with their young people. Resources ranged from suggested games to play on a video call to a guide to helping young people reengage with Bible reading while at home. Our Covid-19 resources were by far our most popular digital content throughout the year, accounting for

"My favourite discipline so far would have to be simplicity. I was really challenged by the ability of technology to rule our lives, and so ditched my phone during my working day for the week. I had space to breathe, reflect and invest time in my relationship with Jesus and those around me and I was also way more productive in my work while I was at it!"

EVA, STUDENT, LEEDS

more than 30% of our total website traffic for the year.

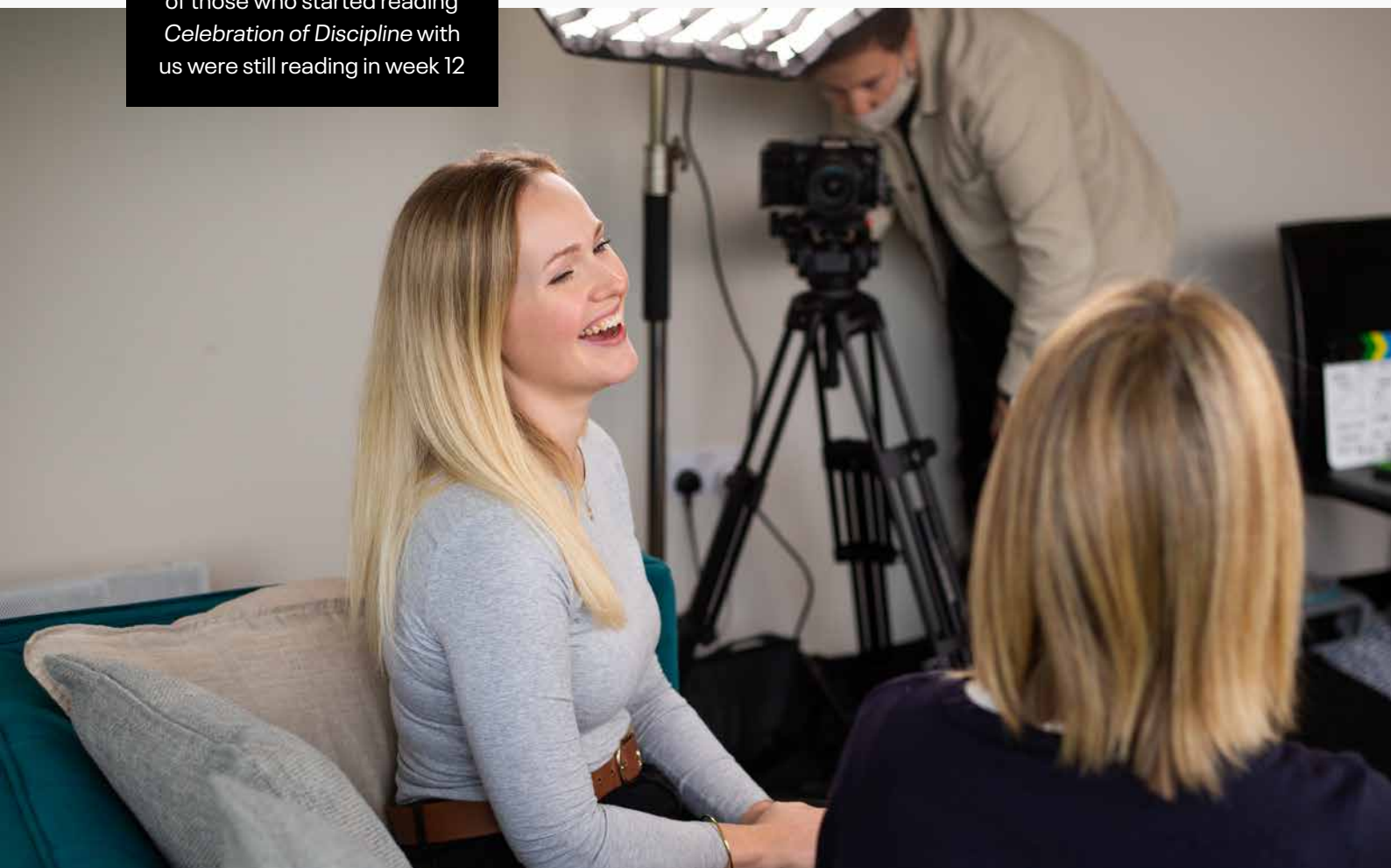
We continued our online Book Club throughout 2020, reading three titles – *Garden City* by John Mark Comer, *The Emotionally Healthy Leader* by Peter Scazzero and *Keep Your Love On!* by Danny Silk.

Finally, in December 2020 we were able to capture six episodes of our upcoming Onelife Sessions video series, with the full set of 17 episodes set to be released in September 2021.

40%

of those who started reading *Celebration of Discipline* with us were still reading in week 12

Recording new video material for the Onelife Sessions



TRAINING

2020 saw the reshaping of our training offerings for youth workers. Having reviewed the impact of our Youthwork Learning Communities model, we introduced a new approach – the Onelife Professional Development Certificate in Leadership (Onelife Certificate). With applications closing in December 2020, our 2021 cohort is oversubscribed by 50%.

From April 2020 we held monthly online gatherings for youth and student workers, seeing a regular attendance of between 15 and 30 people. This growing community has been a place of encouragement rather than comparison, and serves as a key part of our strategy to grow our church network.

Throughout the year we also offered free online coaching sessions for youth workers. We are indebted to our network of volunteer coaches who made this possible.

50%

amount by which applications for our 2021 Onelife Certificate course exceeded our target



'By far the best series of Zoom sessions that I have engaged with throughout lockdown.'

JEN, YOUTH WORKER, NOTTINGHAM

'The coaching sessions have been absolutely brilliant and really formative, these have been some of the best tools I have found to helping me refocus on the Lord and what he would say to me.'

DAVID, YOUTH WORKER, BOLTON



A main session at our 2020 Conference



'I enjoyed hearing from leaders in a variety of contexts who have gone before me, learning from their stories, and I loved the community of those joining each call. No one is born a leader, but leadership is a skill set and a lifestyle. I can't think of a better environment to glean these qualities from than Onelife.'

JOSH, 21, BRIGHTON

In July 2020, in place of our School of Leadership, we held an online Leadership Week – five evening sessions for young adults featuring special guest speakers from different spheres of society. With a consistent attendance of 23, we covered topics including identity, emotional health and resilience.

'Every Leadership Week session found a good balance between pure fun, teaching, time with God and time in community. That in and of itself provides a great model for leadership, before you even get to the teaching content itself which was up-to-date with the demands facing leaders today and taught with such vulnerability and authority.'

'**I personally have never encountered an organisation who love so openly and invest so deeply.** Onelife know exactly how to equip up-and-coming leaders so that they feel inspired to love God more and empowered to live for him.'

NAOMI, 22, OXFORD

FUNDRAISING

Along with one staff redundancy, we took advantage of the UK government's Coronavirus Job Retention Scheme throughout the year in order to manage the impact of reduced financial income. We are especially grateful to our staff team for their flexibility and willingness to adapt to ever-changing circumstances.

We were proactive in exploring online fundraising, including May's *Run Together* campaign which raised £2,870 and July's *Big Night In* online quiz event (raising £2,100 from 110 attendees). Forty people attended our online fundraising event *An Evening With Onelife* in November, which raised £21,000.



FINANCIAL REVIEW

The charity is able to keep a low cost base for the very extensive annual programme it runs due to the large number of volunteers that give the Charity an inordinate amount of time at conferences and with training programmes, assisting in the office and as part of the Fundraising Team.

The Charity remains heavily dependent on income from supporters to fulfill its objectives and it is expected that this approach will continue as the Charity continues to grow. As part of the risk management process, the Trustees conclude that they should hold funds to cover all contractual obligations. The current main liability would be meeting employment costs for one month. The Trustees continue to ensure the reserves to meet these liabilities can be met in approving ongoing projects and associated expenditures.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Onelife is a company limited by guarantee, incorporated on 27th September 2010 and registered with the Charity Commission on 19th May 2011. Onelife activities were originally overseen by St. Andrew's Church, Chorleywood; with effect from March 2011, these activities were transferred to this charity.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Peter Wynter
W Desmond
A Grant
A Mason
A Riggs

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

All Trustees are provided with a copy of the Charity Commission's guide entitled "The Essential Trustee" (CC3) upon appointment.

Trustees are recruited from those sympathetic to the Charity's aims and objectives.

The Board of Directors is the governing body of the Charity and is responsible for monitoring overall governance needs.

Decisions taken by the Trustees, to include the appointment and retirement of trustees, are determined by a majority of votes.

All policy decisions are reserved to the Trustees, following which implementation is delegated to the Charity's Director, Liz Bewley, who is not a director of the charitable company. All financial budgets, annual focus / targets and activities are referred back to the Trustees before they are agreed, and there is close liaison between Liz Bewley and each of the Trustees between meetings.

The Trustees meet, as a minimum, bi-monthly, although additional Trustees' meetings are arranged to address operational or structural matters as they arise. Each meeting will have substantially the same principle agenda headings:

- Vision and Strategy;
- Finance - to include a review of the current financial activity, to determine immediate forthcoming budgetary requirements and to assess fundraising activity;
- Operational Matters; and
- Any other business: to include matters arising out of the Charity's current activity.

The Directors have the right to appoint an individual to be a Patron of the Charity. This would be an honorary appointment and the Patron would not be a Director of the Charity. This position is currently vacant, although exploratory conversations are in motion to consider approaching a Patron who embodies the vision statement of the Charity and has the reputation and platform to promote the Charity.

The Trustees have assessed the major risks to which Onelife is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

The Trustees continue to review the major strategic operational risks which the Charity faces, through regular meetings, and continues to consider the controls and procedures necessary to mitigate them.

The Trustees also seek to keep under constant review, risk to the Charity include: the relationship between the Charity's objects and objectives; barriers to achieving its objectives; potential damage to its reputation and name; protection of the Charity's assets; management of liabilities; compliance risk; data protection; health and safety; personnel risks and financial controls. The Trustees are satisfied that systems are in place to manage the major risks arising in the organisation as far as possible.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees, who are also the directors of Onelife Leadership for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees' report was approved by the Board of Trustees.



Andrew Riggs
Trustee

Dated: 23 March 2021

INDEPENDENT EXAMINER'S REPORT

I report on the financial statements of the charity for the year ended 31 December 2020, which are set out on pages 14 to 21.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINER

The Trustees, who are also the directors of Onelife Leadership for the purposes of company law, are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011, the 2011 Act, and that an independent examination is needed.

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

- (i) examine the financial statements under section 145 of the 2011 Act;
- (ii) to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- (iii) to state whether particular matters have come to my attention.

BASIS OF INDEPENDENT EXAMINER'S REPORT

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the financial statements presented with those records. It also includes consideration of any unusual items or disclosures in the financial statements, and seeking explanations from you as trustees concerning any such matters. 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 financial statements present a 'true and fair view' and the report is limited to those matters set out in the next statement.

INDEPENDENT EXAMINER'S STATEMENT

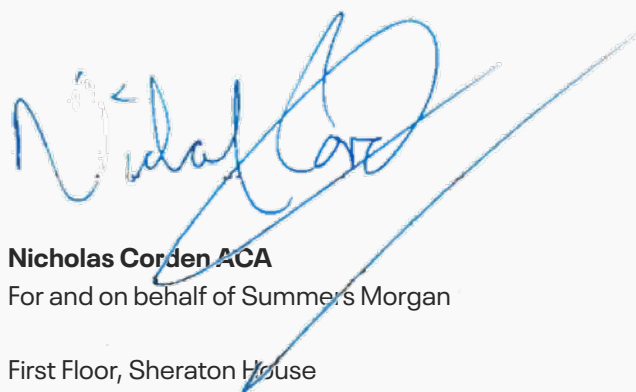
In connection with my examination, no matter has come to my attention:

(d) which gives me reasonable cause to believe that in any material respect the requirements:

- (v) to keep accounting records in accordance with section 386 of the Companies Act 2006; and
- (vi) to prepare financial statements which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities;

have not been met or

(g) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.



Nicholas Corden ACA

For and on behalf of Summers Morgan

First Floor, Sheraton House
Lower Road
Chorleywood
Hertfordshire
WD3 5LH

Dated: 27 April 2021

STATEMENT OF FINANCIAL ACTIVITIES

INCLUDING INCOME AND EXPENDITURE ACCOUNT

	Notes	Unrestricted funds 2020 £	Unrestricted funds 2019 £	Restricted funds 2019 £	Total 2019 £
Income from:					
Donations and legacies	2	172,597	109,227	-	109,227
Charitable activities	3	14,261	29,456	-	29,456
Investments	4	70	47	-	47
Total income		186,928	138,730	-	138,730
Expenditure on:					
Raising funds	5	8,771	6,114	-	6,114
Charitable activities	6	168,289	156,916	300	157,216
Total resources expended		177,060	163,030	300	163,330
Net (expenditure)/ income for the year/ Net movement in funds		9,868	(24,300)	(300)	(24,600)
Fund balances at 1 January 2020		34,654	58,954	300	59,254
Fund balances at 31 December 2020		44,522	34,654	-	34,654

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

BALANCE SHEET

AS AT 31 DECEMBER 2020

	Notes	£	2020 £	£	2019 £
Fixed assets					
Tangible assets	11		2,412		3,190
Current assets					
Debtors	12	5,392		4,776	
Cash at bank and in hand		40,583		29,672	
		45,975		34,448	
Creditors: amounts falling due within one year	13	(3,865)		(2,984)	
Net current assets			42,110		31,464
Total assets less current liabilities			44,522		34,654
Income funds					
Unrestricted funds			44,522		34,654
			44,522		34,654

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 December 2020.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 23 March 2021



Andrew Riggs
Trustee

Company Registration No. 07387833

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

1. ACCOUNTING POLICIES

Company information

Onelife Leadership is a private company limited by guarantee incorporated in England and Wales. The registered office is 26 The Parade, Watford, Hertfordshire, WD17 1AA.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Onelife's [governing document], the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016). The Onelife is a Public Benefit Entity as defined by FRS 102.

Onelife has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the Onelife. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Onelife has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Restricted funds can only be used for particular restricted purposes within the objects of the Charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purpose.

Further explanation of the nature and purpose of each significant restricted fund is included in the notes to the financial statements.

1.4 Incoming resources

Income is recognised when the Onelife is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once Onelife has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

1.5 Resources expended

Expenditure is recognised in the financial statements once there is a legal or constructive obligation to make payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Support costs are directly attributable to charitable activities.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2020

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

- Plant and machinery: 3 years

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three

months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Financial instruments

The company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost.

2. DONATIONS AND LEGACIES

	Unrestricted funds	Unrestricted funds
	2019	2018
	£	£
Donations and gifts	153,707	100,381
Gift aid recoverable	18,890	8,846
	172,597	109,227

3. CHARITABLE ACTIVITIES

	2020	2019
	£	£
UK conferences	14,261	29,456

4. INVESTMENTS

	2020	2019
	£	£
Interest receivable	70	47

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

5. RAISING FUNDS

	2020 £	2019 £
Fundraising costs	1,636	427
Marketing	7,135	5,687
Fundraising and publicity	8,771	6,114

6. CHARITABLE ACTIVITIES

	2020 £	2019 £
Costs attributable to running of conferences:		
Wages and salaries	115,312	94,366
Conferences	15,591	24,148
Training and development	712	916
	131,615	119,430
Grant funding of activities (see note 7)	-	300
Share of support costs (see note 8)	33,251	35,383
Share of governance costs (see note 8)	3,423	2,103
	168,289	157,216
Analysis by fund		
Unrestricted funds	168,289	156,916
Restricted funds	-	300

7. GRANTS PAYABLE

	2020 £	2019 £
Grants to institutions:		
JENGA	-	300

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

8. SUPPORT COSTS

	Support costs £	Governance costs £	2020 £	Support costs £	Governance costs £	2019 £
Depreciation	2,004	-	2,004	1,595	-	1,595
Rent	22,543	-	22,543	19,876	-	19,876
Insurance	991	-	991	957	-	957
Staff costs	1,044	-	1,044	1,898	-	1,898
Printing, postage & stationery	926	-	926	4,744	-	4,744
Telecommunications	1,735	-	1,735	842	-	842
Computer repairs/maintenance	524	-	524	1,062	-	1,062
Travel	98	-	98	1,089	-	1,089
Bank charges	2,616	-	2,616	2,341	-	2,341
Office costs	620	-	620	321	-	321
Sundry expenses	150	-	150	658	-	658
Independent examination fees	-	3,423	3,423	-	853	853
Legal and professional	-	-	-	-	1,250	1,250
	33,251	3,423	36,674	35,383	2,103	37,486
Applied to charitable activities	33,251	3,423	36,674	35,383	2,103	37,486

Accountancy fees include £840 to the independent examiner.

9. TRUSTEES

None of the Trustees (or any persons connected with them) received any remuneration during the year.

The aggregate amount of out-of-pocket expenses reimbursed for travel and sundry expenses when attending events in their capacity as a trustee was nil (2019: £241).

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

10. EMPLOYEES

The average monthly number employees during the year was:

	2020 Number	2019 Number
	5	5
	2020 £	2019 £
Employment costs		
Wages and salaries	106,444	87,979
Social security costs	5,173	4,059
Other pension costs	3,695	2,328
	115,312	94,366

There were no employees whose annual remuneration was £60,000 or more.

11. TANGIBLE FIXED ASSETS

Cost	Plant and machinery £
At 1 January 2020	6,003
Additions	1,226
At 31 December 2020	7,229
Depreciation and impairment	
At 1 January 2020	2,813
Depreciation charged in the year	2,004
At 31 December 2020	4,817
Carrying amount	
At 31 December 2020	2,412
At 31 December 2019	3,190

12. DEBTORS

	2020 £	2019 £
Amounts falling due within one year:		
Prepayments and accrued income	5,392	4,776

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

13. CREDITORS

	2020	2019
	£	£
Amounts falling due within one year:		
Other taxation and social security	2,209	-
Other creditors	515	-
Accruals and deferred income	1,141	2,984
	3,865	2,984

14. RETIREMENT BENEFIT SCHEMES

Onelife operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of Onelife in an independently administered fund.

The charge to the income and expenditure account in respect of defined contribution schemes was £3,695 (2019: £2,328).

15. RESTRICTED FUNDS

	Movement in funds				
	Balance at 1 January 2019	Resources expended	Balance at 31 December 2019	Incoming resources	Balance at 31 December 2020
	£	£	£	£	£
Uganda	300	(300)	-	-	-

The Uganda fund comprises donations received to assist with future activities in Uganda.

17. RELATED PARTY TRANSACTIONS

There were no disclosable related party transactions during the year (2018 – none).

Onelife Leadership
onelifeleaders.com

Charity Registration No. 1142007

Company Registration No. 07387833 (England and Wales)