



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.

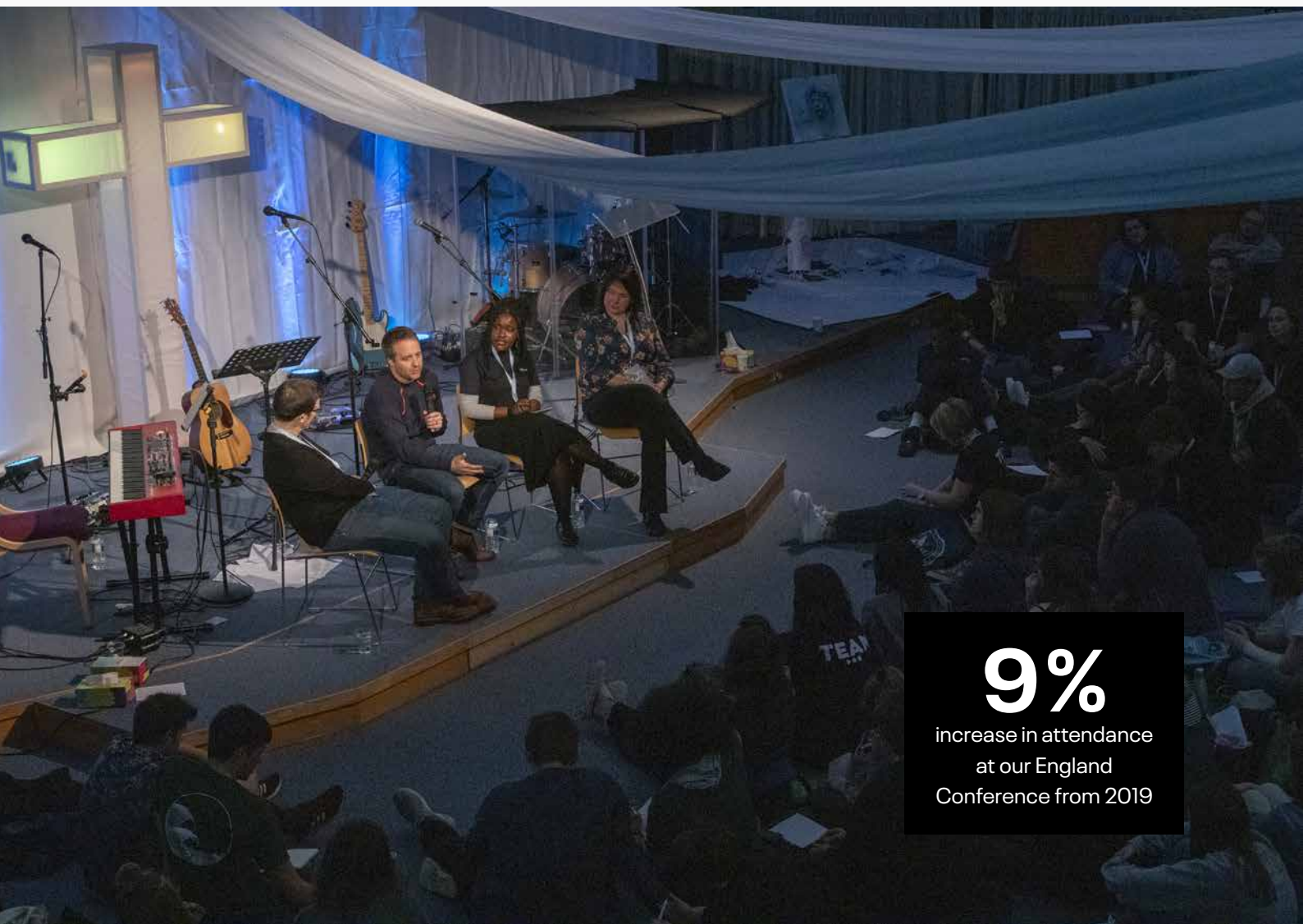
ONELIFE'S OBJECTS ARE:

- 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

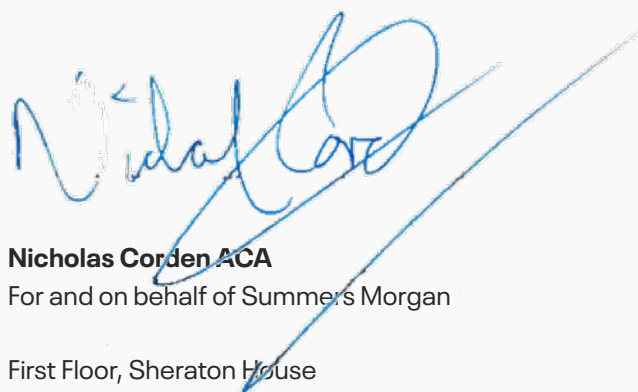
In connection with my examination, no matter has come to my attention:

(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)