

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

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

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# ONELIFE LEADERSHIP

## CONTENTS

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	<b>Page</b>
Trustees' report	1 - 6
Statement of trustees' responsibilities	7
Independent examiner's report	8
Statement of financial activities	9
Balance sheet	10
Notes to the financial statements	11 - 16

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# ONELIFE LEADERSHIP

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

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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

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### 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

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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

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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

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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*

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

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A Riggs  
**Trustee**

Date: ..... 16/4/24

# ONELIFE LEADERSHIP

## STATEMENT OF TRUSTEES' RESPONSIBILITIES

### *FOR THE YEAR ENDED 31 DECEMBER 2023*

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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

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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.

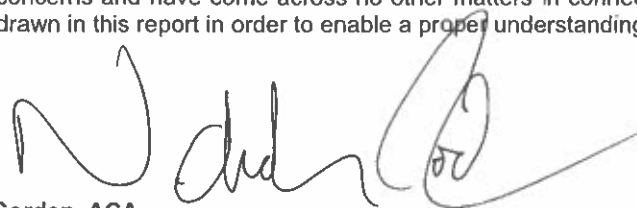
### Independent examiner's statement

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

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

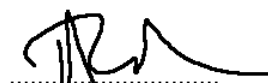
The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 December 2023.

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

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### 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
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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 £
<b>Direct costs</b>		
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>
<b>Share of support and governance costs (see note 7)</b>		
Support	36,318	38,859
Governance	1,800	6,745
	<u>280,033</u>	<u>216,192</u>
<b>Analysis by fund</b>		
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 £
<b>Support costs</b>		
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
Total Support costs	36,318	44,764
<b>Governance costs</b>		
Independent Examination fees	1,800	840
Total Governance costs	1,800	840
<b>Total costs</b>	38,118	45,604

### 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
7	5

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

### 12 Debtors

	2023 £	2022 £
<b>Amounts falling due within one year:</b>		
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).