

LIFE CONNECTIONS

England & Wales · Charity number 1143401

Details

Status Registered

Legal form Charitable company

Company number [07324346](#)

Registered 2011-08-16

Register [View on the Charity Commission register](#)

Contact

Address C/o
Bridge Community Church
Rider Street
Burmantofts
Leeds
LS9 7BQ

Phone 01132431375

Email angilleyalan@gmail.com

Activities

Objects: TO PROMOTE FOR THE PUBLIC BENEFIT IN LEEDS SUCH CHARITABLE PURPOSES IN SUCH MANNER AS THE TRUSTEES SHALL FROM TIME TO TIME DETERMINE AS A PRACTICAL EXPRESSION OF FAITH AND A DEMONSTRATION OF THE TEACHINGS OF JESUS CHRIST INCLUDING, BUT NOT LIMITED TO: *THE RELIEF OF SICKNESS AND PRESERVATION AND PROTECTION OF GOOD HEALTH INCLUDING RAISING AWARENESS OF HEALTH ISSUES AND PARTICULARLY Y THE PROVISION OF ADVICE AND EDUCATION WITH RESPECT TO THE DANGERS OF DRUG, ALCOHOL AND OTHER SUBSTANCE ADDICTION AND ABUSE; *THE ADVANCEMENT OF EDUCATION INCLUDING THE PROVISION OF AFTER SCHOOL CLUBS AND CHILDREN AND TODDLER GROUPS AND ADVICE ON CHILDCARE AND PARENTING ISSUES AND THE PROVISION OF EDUCATION, ADVICE, TRAINING AND TALKING THERAPIES IN THE LIFE SKILLS NECESSARY BETTER TO EMPOWER SELF MANAGEMENT; *THE PREVENTION OR RELIEF OF POVERTY INCLUDING ADVICE RELATING TO DEBT AND FINANCIAL MANAGEMENT, WELFARE BENEFITS, ACCOMMODATION AND HOMELESSNESS; *TO PROMOTE SOCIAL INCLUSION FOR THE PUBLIC BENEFIT BY PREVENTING PEOPLE FROM BECOMING SOCIALLY EXCLUDED, RELIEVING THE NEEDS OF THOSE PEOPLE WHO ARE SOCIALLY EXCLUDED AND ASSISTING THEM TO INTEGRATE INTO SOCIETY. *TO DEVELOP THE CAPACITY AND SKILLS OF THE MEMBERS OF THE SOCIALLY AND ECONOMICALLY DISADVANTAGED COMMUNITY OF LEEDS CITY AND THE WEST YORKSHIRE REGION IN SUCH A WAY THAT THEY ARE BETTER ABLE TO IDENTIFY, AND HELP MEET, THEIR NEEDS AND TO PARTICIPATE MORE FULLY IN SOCIETY

Activities: 1 The relief of sickness and protection of good health 2 The advancement of education and good parenting 3 The prevention or relief of poverty 4 The promotion of social inclusion 5 To develop the capacity and skills of the members of the socially and economically deprived communities in Leeds City and West Yorkshire

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty, Amateur Sport, Economic/community Development/employment, Recreation
- **Who:** The General Public/mankind

Geography

- Bradford City
- Calderdale
- City Of Wakefield
- Kirklees
- Leeds City

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£123,229	£115,227	-	-
2023-12-31	£130,851	£165,824	-	-
2022-12-31	£136,879	£118,905	-	-
2021-12-31	£158,726	£182,437	-	-
2020-12-31	£172,318	£234,693	-	-

Trustees

Name	Role	Appointed
Alan Angilley		2024-07-21
Malcolm Lamb		2023-05-14
Onene Osarjire Osarollor		2021-05-22

LIFE CONNECTIONS

England & Wales - Charity number 1143401

Accounts

Life Connections
Company Limited by Guarantee
Unaudited Financial Statements
31 December 2024

BOHORUN & CO LTD
Chartered Certified Accountants
6 Howley Park Business Village
Pullan Way
Leeds
England
LS27 0BZ

Life Connections

Company Limited by Guarantee

Financial Statements

Year ended 31 December 2024

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Life Connections

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 December 2024

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 December 2024.

Reference and administrative details

Registered charity name	Life Connections
Charity registration number	1143401
Company registration number	7324346
Principal office and registered office	Bridge Community Church Rider Street Leeds LS9 7BQ

The trustees

Mabel Ekpo	
Onene Osarajire Osarollor	
Oluwakemi Akingbehin	(Resigned 28 April 2024)
Malcolm Lamb	
Elinor Margaret Gage	
Alan Angilley	(Appointed 21 July 2024)

Independent examiner	D P Bohorun FCCA FCMI 6 Howley Park Business Village Pullan Way Leeds England LS27 0BZ
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Life Connections

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 December 2024

Structure, governance and management

Reference and administration information

Life Connections is a company limited by guarantee under number 7324346 and is also registered with the Charity Commission for England and Wales under number 1143401. The trustees' name, principal place of business and professional advisors of the charity are given on page 1.

Organisational structure

Life Connections is governed by its constitution documents filed with the Charity Commission for England and Wales. The company is also governed by the memorandum and articles of association filed with the Registrar of Companies from its inception.

By constitution, Life Connections must have a minimum of 3 trustees. The company has strict guidelines and procedures in the recruitment process of its trustees. Special consideration is given to skills, knowledge, experience or representation.

Governance and management

Policy and strategic decisions are referred to and made by the board of trustees. Decisions are taken according to a majority of votes. In the case of an equality of votes, the chairperson has a second or casting vote. Day to day operational decisions are made by the management team.

Risk management

The trustees have identified the major strategic risks to which Life Connections is exposed and established controls and actions to mitigate them. Risk assessments are carried out annually and it is a company policy to monitor the risk assessment and its process.

The trustees take all reasonable steps to moderate and manage the inevitable operational risks along with business and financial risks.

Life Connections

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 December 2024

Objectives and activities

Activities

The relief of sickness and protection of good health; The advancement of education and good parenting; The prevention or relief of poverty; The promotion of social inclusion; To develop the capacity and skills of the members of the socially and economically deprived communities in Leeds city and West Yorkshire.

Charitable Objects

To promote for the public benefit in Leeds such charitable purposes in such manner as the trustees shall from time to time determine as a practical expression of faith and a demonstration of the teachings of Jesus Christ including, but not limited to:

- The relief of sickness and preservation and protection of good health including raising awareness of health issues and particularly the provision of advice and education with respect to the dangers of drug, alcohol and other substance addiction and abuse;
- The advancement of education including the provision of after-school clubs and children and toddler groups and advice on childcare and parenting issues and the provision of education, advice, training and talking therapies in the life skills necessary better to empower self-management;
- The prevention or relief of poverty including advice relating to debt and financial management, welfare benefits, accommodation and homelessness;
- To promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society;
- To develop the capacity and skills of the members of the socially and economically disadvantaged community of Leeds city and the West Yorkshire region in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society.

Strategic report

The following sections for achievements and performance and financial review form the strategic report of the charity.

Life Connections

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 December 2024

Achievements and performance

Life Connections originally began as a broad community outreach initiative, aiming to address the complex social needs of Burmantofts - a highly deprived inner-city area of Leeds. Over the past five years, however, we have focused exclusively on delivering the award-winning Spear Programme, supporting over 100 local young people each year who are not in education, employment, or training (NEET).

Our Spear Centre is based within Bridge Community Church in the Burmantofts area of Leeds - one of the city's most deprived and income-poor communities. The area borders other highly deprived neighbourhoods, including Gipton and Harehills, making the Spear Centre easily accessible to young people who are most in need of support.

The young people we welcome on to our programme are usually from disadvantaged backgrounds who face a significant number of barriers to employment and each trainee has on average 4 barriers, with 16% having lived in care; 59% having less than 5 GCSE's and 46% having received Free School Meals, whilst in education.

These young people with a history of unemployment, face fewer career development opportunities and are more likely to report psychological impacts such as depression, anxiety and low self-esteem. An increasing number of trainees enrolling on our programme have mental health conditions, with 59% disclosing mental health challenges on enrollment.

Addressing young people who are not in education, employment or training (NEETs) is crucial for addressing both individual well-being and economic stability. By providing tailored support and re-engagement opportunities, our project aims to mitigate these costs and help young people succeed. The estimated lifetime public finance cost of NEETs aged 16 to 18 is just short of £12 billion, representing a 44% rise in costs since 2002, (York University).

The Spear Programme

The Spear Programme, run in partnership with The Resurgo Trust, helps young people overcome their barriers to work and enter sustainable employment, training or education. Spear delivers award-winning, impact-led coaching, focusing on the attitudes and behaviours that are holding young people back from entering the workforce. Attendees aged between 16 and 24, are welcomed regardless of background, faith, gender or other personal circumstances.

Annually, we hope to welcome 90 young people over six cohorts, onto 'Spear Foundation', who will continue to receive a year of further ongoing support and coaching in 'Spear Career'. We also keep our door open to graduates from previous years, and are happy to help them with ongoing support, meaning that in total we are often helping over 100 young people every year.

We are delighted that in 2024, 76 young people completed our 'Spear Foundation' and developed their confidence and work readiness, setting them up for a brighter future. In 2024, we also welcomed a new Spear Centre Manager, Katie Boyes and a new Spear Graduate coach, Kemi Abodunrin and along with our existing Lead Coach, Ciara Spong, the team are working tirelessly to help young people realise their potential and overcome difficult circumstances in their lives.

The first phase of the programme, is the six-week 'Spear Foundation', covering hard skills (e.g. CV/cover letter writing), and soft skills (e.g. taking personal responsibility, having a pro-active attitude

Life Connections

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 December 2024

and communicating professionally). The intentionally small cohorts (12-15 trainees) facilitate strong relationships which far outlast the programme. Sessions run four half-days a week, with Friday as a self-directed day for completing tasks set. Sessions are delivered by the expert coaches in group and one-to-one sessions. Throughout Spear Foundation, coaches monitor the trainees' progress by rating them against five internally developed 'Work Readiness Indicators'; (Attitude, Confident Communication, Professional Behaviour, Self-leadership, Mindful of Others) thus enabling them to tailor support according to each trainee's specific needs. Trainees who complete the programme will see an increase in their work readiness in all areas.

In the second phase, 'Spear Career', trainees receive a further year of support; including assistance in job searching, through practical workshops and one-to-one coaching (e.g., communication skills, job applications, interview preparation), until the employment or education opportunity is secured. Once in work, coaches provide tailored support to ensure the young person can sustain their role. We draw on the goodwill, experience, and energies of 40 volunteers to provide a rich and inspiring mentoring and support programme, alongside the contribution of our own staff. We work with 15 local businesses who volunteer time to do mock interviews and career panels for trainees.

Our local partners are crucial to reaching and empowering unemployed young people. These include Leeds Employment Hub, Jobcentre Plus, Social Services, and Leeds Care Leavers Teams who refer young people to the programme. Leeds Employment Hub may offer 1-1 support alongside Spear. We work with probation officers, social workers and care leaver teams to seek out the hardest to reach young people and support them together - they may support them with housing for example. Resurgo, who designed the Spear Programme, provides Life Connections with the curriculum and training, HR support, materials, impact management, quality assurance and operational line management of the coaches.

Our Impact

We measure our impact in two ways: the work-readiness of trainees when they complete Spear Foundation, and their employment status 12 months later.

80% of trainees who enroll successfully complete the initial Spear Foundation phase, and 90% of these will have measurably increased their work readiness against our indicators (see above). Therefore, with around 90 young people entering our programme per year we would expect to see this wonderful result in the lives of at least 67 young people annually. This in itself is a very significant achievement, because on entry, trainees frequently report that they struggled to leave the house, develop everyday routines, manage self-care and even get out of bed due to various factors including anxiety, depression and a sense of hopelessness.

In 2024, we have seen 70% of trainees who finish the Spear Foundation enter into employment, education or training (our EET target). We measure trainees' employment status at 3, 6, 9, and 12 months after completing Spear Foundation. The Spear team are working diligently to support trainees by building stronger employment partnerships and facilitating 'Hire Me' events for trainees.

A year after completing Spear Foundation, our coaches are in touch with an incredible 95% of trainees. We are so pleased that we have been able to build such strong relationships with our trainees as we support them through their multiple and complex needs. It demonstrates the depth of trust which enables our coaches to coach them to change their mindsets and increase their work readiness. We give them the credit for being willing to grow and be resilient.

Our outcome targets for 2024, are:

- 80% of young people enrolled on Spear Foundation will complete with a measurable increase in

Life Connections

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 December 2024

work-readiness.

- 75% of Spear Completers will get into work or education and be there a year later.

Our Young People

"Before Spear I felt so stuck and like I had no potential. A bad experience at college had led me to hide away and develop unhealthy coping mechanisms and I felt like my life wasn't going anywhere. Coming to Spear has built my confidence massively. I've realised I can step outside of my comfort zone and I have strengths and gifts worth celebrating. I'm not afraid to speak to new people anymore and, thanks to Spear, I've found the confidence and courage to go back to college and pursue my dreams."

J's Story

J came to the Spear Programme with the simple dream of treating himself to a meal in a restaurant and has been able to dream a lot bigger. J's family life was drastically impacted when he went into foster care as a child and subsequently suffered abuse there. After leaving school, J did various odd jobs for a couple of years but struggled to stay in employment due to drug and alcohol addiction and also developed debt problems. He tried the Spear Programme but didn't stick with it beyond the first day. Over time, J sought help to deal with his addiction and three years later, in May 2024, his social worker re-introduced him to the idea of Spear. J recalls, "Last time, I wasn't really bothered about where I was going but this time I really wanted to make a change." That is exactly what happened when he gave the Programme another go and he threw himself into the sessions, stepping out of his comfort zone to join in with role-play opportunities and building positive relationships with the coaches and making new friends. At his cohort's Spear Celebration, he used the analogy of gold to describe his experience of being on Spear Foundation. He said through attending the programme, the coaches helped him to realise that he is already gold. But that now he has been polished up with the right skills and mindsets for work, he feels he can really shine. J is indeed shining brightly, as he gained employment at a local Church, at the end of July 2024 and is enjoying being a valued member of the Conferencing Team, in a role which includes cleaning and catering for a school that rents space in the church. He also does additional caretaking shifts for the church. His goal now, is to save up for his own place and his advice to those considering doing the Programme is, "Do it, don't give up after the first few days or week." J also explored faith by doing the Alpha course.

A's Story

A, aged 23, was referred to Spear through one of Spear's referral partners, Engage Leeds. A has experienced many challenges to sustaining work or education. She failed her GCSEs at school and described feeling devastated, as though she had lost her chance to fulfill her potential and prove what she was capable of. She returned to studying and managed to get into university. However, suffering from a significant mental health breakdown sadly meant she dropped out. She has since had a difficult time with her housing situation, creating more instability in her life. She says:

"Ever since I came to the Spear Programme, I have gained the necessary skills to not only look for jobs but also to believe that I can achieve my goals of becoming a personal trainer and owning my own business. My goals may seem big, but they are achievable and if it wasn't for Spear I wouldn't be here."

A now studies an online qualification with the PT Academy and has successfully got a part time job working at Iceland, which was an opportunity that came through Spear Leeds' 'Hire Me' event.

Life Connections

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 December 2024

Financial review

Accounts

The charity reported a total surplus of £8,002 (fully restricted funds) for the year ended 31st December 2024 (2023: unrestricted funds deficit of £30 and restricted funds deficit of £34,943). Total reserves to be carried forward to next year are £58,384 (unrestricted funds of £326 and restricted funds £58,058).

The trustees' annual report and the strategic report were approved on 16 September 2025 and signed on behalf of the board of trustees by:



Elinor Margaret Gage
Trustee

Life Connections

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Life Connections

Year ended 31 December 2024

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

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the company 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 your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the 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:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts 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 accounts 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 accounts to be reached.


Prakash Bohorun (Sep 16, 2025 17:43:12 GMT+1)

D P Bohorun FCCA FCMI
Independent Examiner

6 Howley Park Business Village
Pullan Way
Leeds
England
LS27 0BZ

Life Connections

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 December 2024

			2024		2023
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Other trading activities	5	562	122,667	123,229	130,851
Total income		<u>562</u>	<u>122,667</u>	<u>123,229</u>	<u>130,851</u>
Expenditure					
Expenditure on raising funds:					
Costs of raising donations and legacies	6	—	82,191	82,191	79,087
Expenditure on charitable activities	7,8	562	32,474	33,036	86,737
Total expenditure		<u>562</u>	<u>114,665</u>	<u>115,227</u>	<u>165,824</u>
Net income/(expenditure) and net movement in funds		<u>—</u>	<u>8,002</u>	<u>8,002</u>	<u>(34,973)</u>
Reconciliation of funds					
Total funds brought forward		326	50,056	50,382	85,355
Total funds carried forward		<u>326</u>	<u>58,058</u>	<u>58,384</u>	<u>50,382</u>

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

The notes on pages 11 to 19 form part of these financial statements.

Life Connections

Company Limited by Guarantee

Statement of Financial Position

31 December 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible fixed assets	14	2,407	3,210
Current assets			
Cash at bank and in hand		58,057	48,796
Creditors: amounts falling due within one year	15	2,080	1,624
Net current assets		55,977	47,172
Total assets less current liabilities		58,384	50,382
Net assets		58,384	50,382
Funds of the charity			
Restricted funds		58,058	50,056
Unrestricted funds		326	326
Total charity funds	17	58,384	50,382

For the year ending 31 December 2024 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 16 September 2025, and are signed on behalf of the board by:


Elinor Gage (Sep 16, 2025 17:42:04 GMT+1)

Elinor Margaret Gage
Trustee

The notes on pages 11 to 19 form part of these financial statements.

Life Connections

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 December 2024

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Bridge Community Church, Rider Street, Leeds, LS9 7BQ.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Life Connections

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 December 2024

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Life Connections

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 December 2024

3. Accounting policies *(continued)*

Tangible assets *(continued)*

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and fittings - 25% reducing balance

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

Life Connections

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 December 2024

4. Limited by guarantee

Life Connections is a company limited by guarantee and accordingly does not have a share capital.

Every member of the company undertakes to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of its been wound up while he or she is a member, or within one year after he or she ceases to be a member.

5. Other trading activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Lincoln Green Income	562	—	562
SPEAR Grant	—	—	—
SPEAR Fund Raising	—	9,020	9,020
SPEAR Donations	—	113,647	113,647
	<u>562</u>	<u>122,667</u>	<u>123,229</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Lincoln Green Income	2,350	—	2,350
SPEAR Grant	—	21,000	21,000
SPEAR Fund Raising	—	70,957	70,957
SPEAR Donations	—	36,544	36,544
	<u>2,350</u>	<u>128,501</u>	<u>130,851</u>

6. Costs of raising donations and legacies

	Restricted Funds £	Total Funds 2024 £	Restricted Funds £	Total Funds 2023 £
Spear	<u>82,191</u>	<u>82,191</u>	<u>79,087</u>	<u>79,087</u>

Life Connections

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 December 2024

7. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Spear	—	29,149	29,149
Lincoln Green	562	—	562
Support costs	—	3,325	3,325
	<u>562</u>	<u>32,474</u>	<u>33,036</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Spear	—	81,634	81,634
Lincoln Green	2,250	—	2,250
Support costs	130	2,723	2,853
	<u>2,380</u>	<u>84,357</u>	<u>86,737</u>

8. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	Total funds 2024 £	Total fund 2023 £
Spear	29,149	—	29,149	81,634
Lincoln Green	562	—	562	2,250
Support Costs	—	3,325	3,325	2,853
	<u>29,711</u>	<u>3,325</u>	<u>33,036</u>	<u>86,737</u>

Life Connections
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 December 2024

9. Analysis of support costs

	Accountancy Fees £	Professional Fees £	Other office expenses £	Depreciation £	Charges £	Total 2024 £	Total 2023 £
Governance costs	828	—	—	—	—	828	784
Support costs - Other costs type 1	—	266	1,014	803	414	2,497	2,069
	<u>828</u>	<u>266</u>	<u>1,014</u>	<u>803</u>	<u>414</u>	<u>3,325</u>	<u>2,853</u>

Life Connections

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 December 2024

10. Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	2024	2023
	£	£
Depreciation of tangible fixed assets	<u>803</u>	<u>1,070</u>

11. Independent examination fees

	2024	2023
	£	£
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>828</u>	<u>810</u>

12. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2024	2023
	£	£
Wages and salaries	78,323	76,187
Social security costs	1,516	760
Employer contributions to pension plans	<u>1,822</u>	<u>2,110</u>
	<u>81,661</u>	<u>79,057</u>

The average head count of employees during the year was 3 (2023: 3). The average number of full-time equivalent employees during the year is analysed as follows:

	2024	2023
	No.	No.
Number of staff	<u>3</u>	<u>3</u>

No employee received employee benefits of more than £60,000 during the year (2023: Nil).

13. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

Life Connections

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 December 2024

14. Tangible fixed assets

	Fixtures and fittings £
Cost	
At 1 January 2024 and 31 December 2024	15,124
Depreciation	
At 1 January 2024	11,914
Charge for the year	803
At 31 December 2024	12,717
Carrying amount	
At 31 December 2024	2,407
At 31 December 2023	3,210

15. Creditors: amounts falling due within one year

	2024 £	2023 £
Accruals and deferred income	2,080	1,624

16. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £1,822 (2023: £2,110).

17. Analysis of charitable funds

Unrestricted funds

	At 1 January 2024	Income	Expenditure	At 31 December 2024
	£	£	£	£
General funds	326	562	(562)	326

	At 1 January 2023	Income	Expenditure	At 31 December 2023
	£	£	£	£
General funds	356	2,350	(2,380)	326

Life Connections

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 December 2024

17. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 January 2024	Income	Expenditure	At 31 December 2024
	£	£	£	£
Restricted Fund 1 - desc in a/cs	<u>50,056</u>	<u>122,667</u>	<u>(114,665)</u>	<u>58,058</u>

	At 1 January 2023	Income	Expenditure	At 31 December 2023
	£	£	£	£
Restricted Fund 1 - desc in a/cs	<u>84,999</u>	<u>128,501</u>	<u>(163,444)</u>	<u>50,056</u>

18. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Tangible fixed assets	—	2,407	2,407
Current assets	—	58,057	58,057
Creditors less than 1 year	—	(2,080)	(2,080)
Net assets	<u>—</u>	<u>58,384</u>	<u>58,384</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Tangible fixed assets	—	3,210	3,210
Current assets	—	48,796	48,796
Creditors less than 1 year	(375)	(1,249)	(1,624)
Net assets	<u>(375)</u>	<u>50,757</u>	<u>50,382</u>

LIFE CONNECTIONS

England & Wales - Charity number 1143401

Accounts

Life Connections
Company Limited by Guarantee
Unaudited Financial Statements
31 December 2023

BOHORUN & CO LTD
Chartered Certified Accountants
6 Howley Park Business Village
Pullan Way
Leeds
England
LS27 0BZ

Life Connections

Company Limited by Guarantee

Financial Statements

Year ended 31 December 2023

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Life Connections

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 December 2023

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 December 2023.

Reference and administrative details

Registered charity name	Life Connections
Charity registration number	1143401
Company registration number	7324346
Principal office and registered office	Bridge Community Church Rider Street Leeds LS9 7BQ

The trustees

Ann Nicholl
Patience Harrison
Mable Ekpo
Onene Osoroller
Oluwakemi Akingbehin
Malcolm Lamb
Elinor Gage

Independent examiner	D P Bohorun FCCA FCMI 6 Howley Park Business Village Pullan Way Leeds England LS27 0BZ
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Life Connections

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 December 2023

Structure, governance and management

Reference and administration information

Life Connections is a company limited by guarantee under number 7324346 and is also registered with the Charity Commission for England and Wales under number 1143401. The trustees' name, principal place of business and professional advisors of the charity are given on page 1.

Organisational structure

Life Connections is governed by its constitution documents filed with the Charity Commission for England and Wales. The company is also governed by the memorandum and articles of association filed with the Registrar of Companies from its inception.

By constitution, Life Connections must have a minimum of 3 trustees. The company has strict guidelines and procedures in the recruitment process of its trustees. Special consideration is given to skills, knowledge, experience or representation.

Governance and management

Policy and strategic decisions are referred to and made by the board of trustees. Decisions are taken according to a majority of votes. In the case of an equality of votes, the chairperson has a second or casting vote. Day to day operational decisions are made by the management team.

Risk management

The trustees have identified the major strategic risks to which Life Connections is exposed and established controls and actions to mitigate them. Risk assessments are carried out annually and it is a company policy to monitor the risk assessment and its process.

The trustees take all reasonable steps to moderate and manage the inevitable operational risks along with business and financial risks.

Life Connections

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 December 2023

Objectives and activities

Activities

The relief of sickness and protection of good health; The advancement of education and good parenting; The prevention or relief of poverty; The promotion of social inclusion; To develop the capacity and skills of the members of the socially and economically deprived communities in Leeds city and West Yorkshire.

Charitable Objects

To promote for the public benefit in Leeds such charitable purposes in such manner as the trustees shall from time to time determine as a practical expression of faith and a demonstration of the teachings of Jesus Christ including, but not limited to:

- The relief of sickness and preservation and protection of good health including raising awareness of health issues and particularly the provision of advice and education with respect to the dangers of drug, alcohol and other substance addiction and abuse;
- The advancement of education including the provision of after school clubs and children and toddler groups and advice on childcare and parenting issues and the provision of education, advice, training and talking therapies in the life skills necessary better to empower self management;
- The prevention or relief of poverty including advice relating to debt and financial management, welfare benefits, accommodation and homelessness;
- To promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society.
- To develop the capacity and skills of the members of the socially and economically disadvantaged community of Leeds city and the West Yorkshire region in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society.

Strategic report

The following sections for achievements and performance and financial review form the strategic report of the charity.

Life Connections

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 December 2023

Achievements and performance

Life Connections began as a wider-ranging community outreach programme, and aims to meet the very complex social needs of Burmantofts, a highly deprived area of inner-city Leeds. However, for the last four years we have focused solely on delivering the award-winning Spear Programme to over 100 local young people per year, who are not in education, employment or training (NEET).

Our Spear Centre is located in Bridge Community Church's building, in the Burmantofts area of Leeds, which according to the Index of Multiple Deprivation, is ranked in the worst 2% nationally. Burmantofts, also neighbours Gipton and Harehills, which are the second highest areas of deprivation, therefore the Spear Centre is accessible to young people who need it most.

The young people we welcome on to our programme are usually from disadvantaged backgrounds who face a significant number of barriers to employment and each trainee has on average 4 barriers, with 55% receiving benefits; 56% having less than 5 GCSE's and 48% living in council/supported housing.

These young people with a history of unemployment, face fewer career development opportunities and are more likely to report psychological impacts such as depression, anxiety and low self-esteem. An increasing number of trainees enrolling on our programme have mental health conditions and this is up 4% from last year to 60%.

Addressing young people who are not in education, employment or training (NEETs) is crucial for addressing both individual well-being and economic stability. By providing tailored support and re-engagement opportunities, our project aims to mitigate these costs and help young people succeed. The estimated lifetime public finance cost of NEETs aged 16 to 18 is just short of £12 billion, representing a 44% rise in costs since 2002, (York University).

The Spear Programme

The Spear Programme, run in partnership with The Resurgo Trust, helps young people overcome their barriers to work and enter sustainable employment, training or education. Spear delivers award-winning, impact-led coaching, focusing on the attitudes and behaviours that are holding young people back from entering the workforce. Attendees aged between 16 and 24, are welcomed regardless of background, faith, gender or other personal circumstances.

Annually, we hope to welcome 90 young people over six cohorts, onto 'Spear Foundation', who will continue to receive a year of further ongoing support and coaching in 'Spear Career'. We also keep our door open to graduates from previous years, and are happy to help them with ongoing support, meaning that in total we are often helping over 100 young people every year.

We are delighted that in 2023, 88 young people completed our 'Spear Foundation' and developed their confidence and work readiness, setting them up for a brighter future.

The first phase is the six-week 'Spear Foundation', covering hard skills (e.g. CV/cover letter writing), and soft skills (e.g. taking personal responsibility, having a pro-active attitude and communicating professionally). The intentionally small cohorts (12-15 trainees) facilitate strong relationships which far outlast the programme. Sessions run four half-days a week, with Friday as a self-directed day for completing tasks set. Sessions are delivered by three expert coaches in group and one-to-one sessions. Throughout Spear Foundation, coaches monitor the trainees' progress by rating them

Life Connections

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 December 2023

against five internally developed 'Work Readiness Indicators'; (Attitude, Confident Communication, Professional Behaviour, Self-leadership, Mindful of Others) thus enabling them to tailor support according to each trainee's specific needs. Trainees who complete the programme will see an increase in their work readiness in all areas. In the second phase, 'Spear Career', trainees receive a further year of support; including assistance in job searching, through practical workshops and one-to-one coaching (e.g., communication skills, job applications, interview preparation), until the employment or education opportunity is secured. Once in work, coaches provide tailored support to ensure the young person can sustain their role. We draw on the goodwill, experience, and energies of 40 volunteers to provide a rich and inspiring mentoring and support programme, alongside the contribution of our own staff. We work with 15 local businesses who volunteer time to do mock interviews and career panels for trainees.

Our local partners are crucial to reaching and empowering unemployed young people. These include Leeds Employment Hub, Jobcentre Plus, Social Services, and Leeds Care Leavers Teams who refer young people to the programme. Leeds Employment Hub may offer 1-1 support alongside Spear. We work with probation officers, social workers and care leaver teams to seek out the hardest to reach young people and support them together - they may support them with housing for example. Resurgo, who designed the Spear Programme, provides Life Connections with the curriculum and training, HR support, materials, impact management, quality assurance and operational line management of the coaches.

Our Impact

75% of completers are in work and still there a year later.

We measure our impact in two ways: the work-readiness of trainees when they complete Spear Foundation, and their employment status 12 months later.

80% of trainees who enroll successfully complete the initial Spear Foundation phase, and 90% of these will have measurably increased their work readiness against our indicators (see above). Therefore, with around 90 young people entering our programme per year we would expect to see this wonderful result in the lives of at least 67 young people annually. This in itself is a very significant achievement because on entry, trainees frequently report that they struggled to leave the house, develop everyday routines, manage self-care and even get out of bed due to various factors including anxiety, depression and a sense of hopelessness.

At Spear Leeds we have consistently achieved our 75% EET target over the past 4 years, which is to see 75% of trainees who finish the Spear Foundation, in employment, education or training. We measure trainees' employment status at 3, 6, 9, and 12 months after completing Spear Foundation.

A year after completing Spear Foundation, our coaches are in touch with an incredible 90% of trainees. We are so pleased that we have been able to build such strong relationships with our trainees as we support them through their multiple and complex needs. It demonstrates the depth of trust which enables our coaches to coach them to change their mindsets and increase their work readiness. We give them the credit for being willing to grow, be resilient, and overcome difficult circumstances in their lives.

Our outcome targets for 2024, therefore continue to be:

- 80% of young people enrolled on Spear Foundation will complete with a measurable increase in work-readiness.
 - 75% of Spear Completers will get into work or education and be there a year later.
-

Life Connections

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 December 2023

Our Young People

J's Story

"Now that I am in work I have more freedom! Income (is) helpful for mental state, I feel more free as I have more options... Spear is a really great opportunity for people who need help and are feeling stuck with work, I think everyone who needs the help should have the opportunity to try Spear."

J found himself feeling directionless after leaving sixth form and consequently stopped leaving the house and caring for himself. He was referred to Spear by The Job Centre but later admitted that he nearly quit on his first day because of how anxious he felt. Thankfully, he kept coming because he realised he could change and it could be positive! Spear helped him to get a job as a Clerical Officer, at Leeds General Infirmary and during the interview he said he knew he did well due to the practice he had at Spear which enabled him to express who he actually was, through his improved communication skills.

He has gone on to represent Spear fantastically at a Fundraising Dinner held by a major donor, where he confidently spoke to a room full of guests, saying that the biggest change he experienced was starting to caring more about improving things for himself, because that was expected of him for CV, applications and interviews. This in turn enabled him to be ready to go out and do more things in everyday life, like talking to new people casually, and being much more sociably confident.

J commended Spear for being somewhere to get new opportunities for people like himself who need help and felt stuck with work. We are so proud of his achievement and all the young people who take the brave step to enrol on the Spear Programme and overcome the barriers they face.

J attends 'Torch', a monthly social event organised by Bridge Community Church, to enable trainees to stay connected, build relationships and explore faith, following completion of Spear Foundation. Their activities include going bowling, a summer barbeque and a Christmas party.

N's Story

N started the Spear Programme in November 2023 aged 17. She grew up facing financial challenges, receiving school meals and her parents' receiving benefits. She was kicked out of her Mum's home when she was 15, social workers became involved and this was very disruptive to her schooling. She moved in with her Dad, who was then diagnosed with Lung Cancer. This affected her college attendance as she cared for her Dad instead of attending classes. She was not allowed to return to college for the second year.

Speaking about her time on the Spear Programme N shares "My attitude wasn't great, so that affected me from moving forward in college. I thought Spear was a very weird opportunity at first, but I took it because I saw that it could open the door for me, or at least help me to open more doors myself. They set a warning for me about my attitude in the first week or two and that pushed me to move forward and improve. We also looked at the career ladder. That helped me because I realised I just had to go go about things differently, and that you can't just jump from unemployed to, you know, your dream job"

N successfully got a job working in Footlocker and has been there over 6 months. She loves working there, as her obsession with trainers now has an outlet and she enjoys being in the retail environment. She is also considering applying for an apprenticeship to continue gaining qualifications.

Life Connections

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 December 2023

Financial review

Accounts

The charity reported a total deficit of £34,973 (unrestricted funds deficit of £30 and a restricted funds deficit of £34,943) for the year ended 31st December 2023 (2022: unrestricted funds deficit of £34 and restricted funds surplus of £18,008). Total reserves to be carried forward to next year are £50,382 (unrestricted funds of £326 and restricted funds £50,056).

The trustees' annual report and the strategic report were approved on 23 September 2024 and signed on behalf of the board of trustees by:


Elinor M Gage (Sep 23, 2024 15:33 GMT+1)

Elinor Gage
Trustee

Life Connections

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Life Connections

Year ended 31 December 2023

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

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the company 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 your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the 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:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts 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 accounts 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 accounts to be reached.



Prakash Bohorun (Sep 23, 2024 23:14 GMT+4)

D P Bohorun FCCA FCMI
Independent Examiner

6 Howley Park Business Village
Pullan Way
Leeds
England
LS27 0BZ

Life Connections

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 December 2023

			2023		2022
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Other trading activities	5	2,350	128,501	130,851	136,879
Total income		<u>2,350</u>	<u>128,501</u>	<u>130,851</u>	<u>136,879</u>
Expenditure					
Expenditure on raising funds:					
Costs of raising donations and legacies	6	–	79,087	79,087	57,359
Expenditure on charitable activities	7,8	2,380	84,357	86,737	61,546
Total expenditure		<u>2,380</u>	<u>163,444</u>	<u>165,824</u>	<u>118,905</u>
Net (expenditure)/income and net movement in funds		<u>(30)</u>	<u>(34,943)</u>	<u>(34,973)</u>	<u>17,974</u>
Reconciliation of funds					
Total funds brought forward		356	84,999	85,355	67,381
Total funds carried forward		<u>326</u>	<u>50,056</u>	<u>50,382</u>	<u>85,355</u>

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

The notes on pages 11 to 18 form part of these financial statements.

Life Connections

Company Limited by Guarantee

Statement of Financial Position

31 December 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible fixed assets	14	3,210	4,280
Current assets			
Cash at bank and in hand		48,796	81,915
Creditors: amounts falling due within one year	15	1,624	840
Net current assets		47,172	81,075
Total assets less current liabilities		50,382	85,355
Net assets		50,382	85,355
Funds of the charity			
Restricted funds		50,056	84,999
Unrestricted funds		326	356
Total charity funds	17	50,382	85,355

For the year ending 31 December 2023 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 23 September 2024, and are signed on behalf of the board by:


Elinor M Gage (Sep 23, 2024 15:33 GMT+1)

Elinor Gage
Trustee

The notes on pages 11 to 18 form part of these financial statements.

Life Connections

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 December 2023

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Bridge Community Church, Rider Street, Leeds, LS9 7BQ.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Life Connections

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 December 2023

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Life Connections

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 December 2023

3. Accounting policies *(continued)*

Tangible assets *(continued)*

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and fittings - 25% reducing balance

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

Life Connections

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 December 2023

4. Limited by guarantee

Life Connections is a company limited by guarantee and accordingly does not have a share capital.

Every member of the company undertakes to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of its been wound up while he or she is a member, or within one year after he or she ceases to be a member.

5. Other trading activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Lincoln Green Income	2,350	–	2,350
OOSC Grants	–	–	–
SPEAR Grant	–	21,000	21,000
SPEAR Fund Raising	–	70,957	70,957
SPEAR Donations	–	36,544	36,544
	<u>2,350</u>	<u>128,501</u>	<u>130,851</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Lincoln Green Income	3,000	–	3,000
OOSC Grants	1,500	–	1,500
SPEAR Grant	–	106,318	106,318
SPEAR Fund Raising	–	611	611
SPEAR Donations	–	25,450	25,450
	<u>4,500</u>	<u>132,379</u>	<u>136,879</u>

6. Costs of raising donations and legacies

	Restricted Funds £	Total Funds 2023 £	Restricted Funds £	Total Funds 2022 £
Spear	<u>79,087</u>	<u>79,087</u>	<u>57,359</u>	<u>57,359</u>

Life Connections

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 December 2023

7. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Spear	–	81,634	81,634
Lincoln Green	2,250	–	2,250
Support costs	130	2,723	2,853
	<u>2,380</u>	<u>84,357</u>	<u>86,737</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Spear	–	56,037	56,037
Lincoln Green	2,250	–	2,250
Support costs	2,284	975	3,259
	<u>4,534</u>	<u>57,012</u>	<u>61,546</u>

8. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	Total funds 2023 £	Total fund 2022 £
Spear	81,634	–	81,634	56,037
Lincoln Green	2,250	–	2,250	2,250
Support Costs	–	2,853	2,853	3,259
	<u>83,884</u>	<u>2,853</u>	<u>86,737</u>	<u>61,546</u>

9. Analysis of support costs

	Accountancy Fees £	Insurance £	Other office expenses £	Depreciation £	Total 2023 £	Total 2022 £
Governance costs	784	–	–	–	784	880
Support costs -	–	604	395	1,070	2,069	2,379
Other costs type 1	<u>–</u>	<u>604</u>	<u>395</u>	<u>1,070</u>	<u>2,853</u>	<u>3,259</u>

Life Connections

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 December 2023

10. Net (expenditure)/income

Net (expenditure)/income is stated after charging/(crediting):

	2023	2022
	£	£
Depreciation of tangible fixed assets	<u>1,070</u>	<u>1,427</u>

11. Independent examination fees

	2023	2022
	£	£
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>810</u>	<u>840</u>

12. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2023	2022
	£	£
Wages and salaries	76,187	54,754
Social security costs	760	856
Employer contributions to pension plans	<u>2,110</u>	<u>1,350</u>
	<u>79,057</u>	<u>56,960</u>

The average head count of employees during the year was 3 (2022: 3). The average number of full-time equivalent employees during the year is analysed as follows:

	2023	2022
	No.	No.
Number of staff	<u>3</u>	<u>3</u>

No employee received employee benefits of more than £60,000 during the year (2022: Nil).

13. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

Life Connections

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 December 2023

14. Tangible fixed assets

	Fixtures and fittings £
Cost	
At 1 January 2023 and 31 December 2023	15,124
Depreciation	
At 1 January 2023	10,844
Charge for the year	1,070
At 31 December 2023	<u>11,914</u>
Carrying amount	
At 31 December 2023	<u>3,210</u>
At 31 December 2022	<u>4,280</u>

15. Creditors: amounts falling due within one year

	2023 £	2022 £
Accruals and deferred income	<u>1,624</u>	<u>840</u>

16. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £2,110 (2022: £1,350).

17. Analysis of charitable funds

Unrestricted funds

	At 1 January 2023	Income	Expenditure	At 31 December 2023
	£	£	£	£
General funds	<u>356</u>	<u>2,350</u>	<u>(2,380)</u>	<u>326</u>

	At 1 January 2022	Income	Expenditure	At 31 December 2022
	£	£	£	£
General funds	<u>390</u>	<u>4,500</u>	<u>(4,534)</u>	<u>356</u>

Life Connections

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 December 2023

17. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 January 2023	Income £	Expenditure £	At 31 December 2023 £
Restricted Fund 1 - desc in a/cs	<u>84,999</u>	<u>128,501</u>	<u>(163,444)</u>	<u>50,056</u>

	At 1 January 2022 £	Income £	Expenditure £	At 31 December 2022 £
Restricted Fund 1 - desc in a/cs	<u>66,991</u>	<u>132,379</u>	<u>(114,371)</u>	<u>84,999</u>

18. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Tangible fixed assets	–	3,210	3,210
Current assets	–	48,796	48,796
Creditors less than 1 year	<u>(375)</u>	<u>(1,249)</u>	<u>(1,624)</u>
Net assets	<u>(375)</u>	<u>50,757</u>	<u>50,382</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Tangible fixed assets	681	3,599	4,280
Current assets	–	81,915	81,915
Creditors less than 1 year	<u>(325)</u>	<u>(515)</u>	<u>(840)</u>
Net assets	<u>356</u>	<u>84,999</u>	<u>85,355</u>

Life Connections
Bridge Community Church
Rider Street
Leeds
LS9 7BQ

Bohorun & Co Ltd
Chartered Certified Accountants
& Registered Auditors
6 Howley Park Business Village
Pullan Way, Leeds
LS27 0BZ

23rd September 2024

Dear Sirs

We confirm that the following representations are made on the basis of enquiries of management and staff with relevant knowledge and experience and, where appropriate, of inspection of supporting documentation, sufficient to satisfy ourselves that we can properly make each of the following representations to you, in connection with your examination of the charitable company's financial statements for the year ended 31st December 2023.

- 1 We acknowledge as directors our responsibility under the Charities Act for presenting financial statements which give a true and fair view and for making accurate representations to you. All the accounting records have been made available to you for the purpose of your examination and all the transactions undertaken by the charitable company have been properly reflected and recorded in the accounting records. All changes in the rules of the charitable company have been communicated to you. All other records and related information, including minutes of all trustees, members and management meetings have been made available to you.
- 2 We confirm that the charitable company is eligible for an independent examination of its financial statements, and that there are no circumstances which we should draw to your attention which would invalidate this eligibility. We acknowledge that the work performed by you is substantially less in scope than an audit performed in accordance with International Standards on Auditing (UK and Ireland)
- 3 We confirm that the accounting policies and estimation techniques adopted for the preparation of the financial statements are the most appropriate to the circumstances in which the charitable company operates.
- 4 Except as stated in the financial statements, there are no unrecorded liabilities, actual or contingent. We are not aware of any material provisions, contingent liabilities, and contingent assets or contracted for capital commitments that need to be provided for or disclosed in the financial statements.
- 5 The charitable company has not had or entered into at any time during the year, any arrangement, transaction or agreement to provide credit facilities (including loans, quasi-loans or other facilities) for directors nor to guarantee or provide security for such matters.
- 6 Other than as disclosed in the financial statements, the charitable company has not entered into any transactions involving trustees, officers or other related parties which require disclosure under the SORP or accounting standards. Appropriate disclosure has been made of the control of the charitable company.

- 7 We acknowledge our responsibility for the design and implementation of internal controls to prevent and detect fraud and have disclosed to you the results of our assessment of the risk that the financial statements may be materially misstated as a result of fraud. We are unaware of any irregularities, including fraud and suspected fraud, involving management, employees or volunteers who have significant roles in internal control, or those working for the charitable company where the fraud could have a material effect on the financial statements. No allegations of such irregularities or breaches have come to our notice.
- 8 We are not aware of any breaches or possible breaches of statute, regulations, contracts, agreements or the charitable company's governing document which might prejudice the charitable company's going concern status or that might result in the charitable company suffering significant penalties or other loss. No allegations of such irregularities or breaches have come to our notice.
- 9 We have reviewed the affairs of the charitable company and confirm that no income is subject to corporation tax.
- 10 We believe that adequate cash resources will be available to cover the charitable company's requirements for working capital and capital expenditure for at least the next twelve months and we are not aware of any other factors that we believe could put into jeopardy the charitable company's going concern status. The financial statements have therefore been prepared on the going concern basis.
- 11 There have been no events since the balance sheet date, which necessitate revision of the figures included in the financial statements or inclusion of a note thereto. Should further material events occur, which may necessitate revision of the figures included in the financial statements or inclusion of a note thereto, we will advise you accordingly
- 12 We confirm that the charitable company has adequate procedures in place to identify intangible income and all intangible income has been appropriately valued and included in the financial statements.
- 13 We confirm we have no plans or intentions that may materially affect the carrying value or classification of assets and liabilities reflected in the financial statements.
- 14 We confirm that the charitable company has had no non-routine communication with Charity Commission during or since the period of which you are unaware.

Yours faithfully


Elinor M Gage
Elinor M Gage (Sep 23, 2024 15:33 GMT+1)

Signature on behalf of the board of trustees (directors)

Date: Sep 23, 2024

Life Connections - Accounts y.e 31.12.2023

Final Audit Report

2024-09-23

Created:	2024-09-23
By:	Lindsay Cooper (lindsay@bohoruns.co.uk)
Status:	Signed
Transaction ID:	CBJCHBCAABAANzpkuCUhFylcg5zCSa3RtSy9MWueP6K

"Life Connections - Accounts y.e 31.12.2023" History

-  Document created by Lindsay Cooper (lindsay@bohoruns.co.uk)
2024-09-23 - 2:11:19 PM GMT
-  Document emailed to ellie.lifeconnections@bccleeds.org for signature
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-  Signer ellie.lifeconnections@bccleeds.org entered name at signing as Elinor M Gage
2024-09-23 - 2:33:54 PM GMT
-  Document e-signed by Elinor M Gage (ellie.lifeconnections@bccleeds.org)
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2024-09-23 - 2:33:57 PM GMT
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-  Document e-signed by Prakash Bohorun (kash@bohoruns.co.uk)
Signature Date: 2024-09-23 - 7:14:33 PM GMT - Time Source: server
-  Agreement completed.
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LIFE CONNECTIONS

England & Wales - Charity number 1143401

Accounts

COMPANY REGISTRATION NUMBER: 7324346
CHARITY REGISTRATION NUMBER: 1143401

Life Connections
Company Limited by Guarantee
Unaudited Financial Statements
31 December 2022

BOHORUNS & CO LTD
Chartered accountants
6 Howley Park Business Village,
Pullan Way,
Leeds
England
LS27 0BZ

Life Connections

Company Limited by Guarantee

Financial Statements

Year ended 31 December 2022

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Independent examiner's report to the trustees	7
Statement of financial activities (including income and expenditure account)	8
Statement of financial position	9
Notes to the financial statements	11

Life Connections

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 December 2022

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 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 published in October 2019.

Trustees of the charity

The trustees present their report and the financial statements for the year ended 31 December 2022. The trustees, who are also directors of Life Connections for the purposes of company law and who served during the year and up to the date of this report are set out below.

Reference and administrative details

Registered charity name Life Connections

Charity registration number 1143401

Company registration number 7324346

Principal office and registered office Bridge Community Church
Rider Street
Leeds
LS9 7BQ

Chair Elinor Margaret Gage Appointed 23.03.2022

The trustees

Ann Nicholl	Resigned 31.03.2022
Patience Harrison	Resigned 30.03.2023
Mable Ekpo	
Onene Osoroller	
Oluwakemi Akingbehin	
Elinor Margaret Gage	Appointed 23.03.2022
Malcolm Lamb	Appointed 14.05.2023

Independent examiner D P Bohorun FCCA FCMI
6 Howley Park Business Village,
Pullan Way,
Leeds
England
LS27 0BZ

Life Connections

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 December 2022

Structure, governance and management

Reference and administration information

Life Connections is a company limited by guarantee under number 7324346 and is also registered with the Charity Commission for England and Wales under number 1143401. The trustees' name, principal place of business and professional advisors of the charity are given on page 1.

Organisational structure

Life Connections is governed by its constitution documents filed with the Charity Commission for England and Wales. The company is also governed by the memorandum and articles of association filed with the Registrar of Companies from its inception.

By constitution, Life Connections must have a minimum of 3 trustees. The company has strict guidelines and procedures in the recruitment process of its trustees. Special consideration is given to skills, knowledge, experience or representation.

Governance and management

Policy and strategic decisions are referred to and made by the board of trustees. Decisions are taken according to a majority of votes. In the case of an equality of votes, the chairperson has a second or casting vote. Day to day operational decisions are made by the management team.

Risk management

The trustees have identified the major strategic risks to which Life Connections is exposed and established controls and actions to mitigate them. Risk assessments are carried out annually and it is a company policy to monitor the risk assessment and its process.

The trustees take all reasonable steps to moderate and manage the inevitable operational risks along with business and financial risks.

Life Connections

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 December 2022

Objectives and activities

Activities

The relief of sickness and protection of good health; The advancement of education and good parenting; The prevention or relief of poverty; The promotion of social inclusion; To develop the capacity and skills of the members of the socially and economically deprived communities in Leeds city and West Yorkshire.

Charitable Objects

To promote for the public benefit in Leeds such charitable purposes in such manner as the trustees shall from time to time determine as a practical expression of faith and a demonstration of the teachings of Jesus Christ including, but not limited to:

*The relief of sickness and preservation and protection of good health including raising awareness of health issues and particularly the provision of advice and education with respect to the dangers of drug, alcohol and other substance addiction and abuse;

*The advancement of education including the provision of after school clubs and children and toddler groups and advice on childcare and parenting issues and the provision of education, advice, training and talking therapies in the life skills necessary better to empower self management;

*The prevention or relief of poverty including advice relating to debt and financial management, welfare benefits, accommodation and homelessness;

*To promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society.

*To develop the capacity and skills of the members of the socially and economically disadvantaged community of Leeds city and the West Yorkshire region in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society.

Strategic report

The following sections for achievements and performance and financial review form the strategic report of the charity.

Life Connections

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 December 2022

Achievements and performance

Life Connections began as a wider-ranging community outreach programme, addressing holistic wellbeing in our highly deprived area of inner-city Leeds. However, we now focus solely on delivering the award-winning Spear Programme to over 100 disadvantaged local young people per year, who are not in education, employment or training (NEET).

Data suggests that over 1 in 5 children in Leeds are currently living in poverty, which impacts on a range of outcomes for children and young people. Levels of educational attainment tend to be lower in more deprived areas and the proportion of NEET young people is higher. By the time young people reach the age of 19, the gap between the proportions of young people achieving a Level 2 qualification that were eligible for free school meals at 16, compared to those who are not, is 15 percentage points in Leeds. Nationally, this gap is 20 percentage points (Leeds Joint Strategic Needs Assessment 2021).

Our Spear Centre is located in Bridge Community Church, in the Burmantofts area of Leeds, which according to the Index of Multiple Deprivation, is ranked in the worst 2% nationally. Burmantofts, also neighbours Gipton and Harehills, which are the second highest areas of deprivation, therefore the Spear Centre is accessible to young people who need it most.

The young people we welcome on to our programmes usually face a significant number of barriers to employment and each trainee has on average 3.5 barriers, with 74% receiving benefits; 52% having previously received free school meals and 63% living in council/supported housing.

Young people in Leeds are one of the employment groups most negatively affected by the pandemic (Leeds Joint Strategic Needs Assessment 2021) and the Youth Claimant Count rate continues an ongoing trend of being higher (0.3%) than the national Youth Claimant Count of 4.1% in July 2023. These young people with a history of unemployment, face fewer career development opportunities and are more likely to report psychological impacts such as depression, anxiety and low self-esteem. 56% of trainees enrolling on our programme have mental health conditions.

The Spear Programme

To meet this need, Life Connections delivers the Spear Programme, in partnership with Resurgo Trust. We run six cohorts a year, where each cohort of trainees is supported over a 13½ month period by a two-phase programme with strong, proven results. Thanks to your valuable support last year, we were able to work with 89 young people (aged 16-24) who developed their confidence and work readiness, setting them up for a brighter future.

The first phase is the six-week 'Spear Foundation', covering hard skills (e.g. CV/cover letter writing), and soft skills (e.g. taking personal responsibility, having a pro-active attitude and communicating professionally). The intentionally small cohorts (12-15 trainees/max 15 trainees) facilitate strong relationships which far outlast the programme. Sessions run four half-days a week, with Friday as a self-directed day for completing tasks set. Sessions are delivered by three expert coaches in group and one-to-one sessions. Throughout Spear Foundation, coaches monitor the trainees progress by rating them against five internally developed 'Work Readiness Indicators'; (Attitude, Confident Communication, Professional Behaviour, Self-leadership, Mindful of Others) thus enabling them to tailor support according to each trainee's specific needs. Trainees who complete the programme will see an increase in their work readiness in all areas.

In the second phase ('Spear Career'), trainees receive a further year of support; including assistance

Life Connections

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 December 2022

in job searching, through practical workshops and one-to-one coaching (e.g., communication skills, job applications, interview preparation), until the employment or education opportunity is secured. Once in work, coaches provide tailored support to ensure the young person can sustain their role. We draw on the goodwill, experience, and energies of 40 volunteers to provide a rich and inspiring mentoring and coaching support programme, alongside the contribution of our own staff. We work with 15 local businesses who volunteer time to do mock interviews and career panels for trainees.

Our local partners are crucial to reaching and empowering unemployed young people. These include Leeds Employment Hub, Jobcentre Plus, Social Services, and Leeds Care Leavers Teams who refer young people to the programme. Leeds Employment Hub may offer 1-1 support alongside Spear. We work with probation officers, social workers and care leaver teams to seek out the hardest to reach young people and support them together - they may support them with housing for example. Resurgo, who designed the Spear Programme, provides Life Connections with the curriculum and training, HR support, materials, impact management, quality assurance and operational line management of the coaches.

We expect to welcome 90 young people in total in 6 cohorts every year (15 per average cohort) onto 'Spear Foundation', followed by the year of ongoing support and coaching 'Spear Career'. We keep our door open to graduates from previous years, and are happy to help them with ongoing support, meaning that in total we are helping over 100 young people every year.

Our Impact

75%+ who complete Spear Foundation (which 80% of entrants complete) get into work or further training and are still there a year later. Based on this, with 90 young people entering our programme per year we would expect to see this wonderful result in the lives of at least 67 young people annually. Although there have been challenges, due to the Covid-19 pandemic, we are thrilled to report that our young people are growing in resilience, self-belief and above all building a future filled with hope.

As mentioned, we keep in touch with our young people to support them for one year after they complete the initial six-week programme, and during this time we record their progress at the 3-, 6-, 9-, and 12-month point. We track our 'known' percentage (how many young people we are still in touch with), and our 'EET' percentage, which measure how many of them are in employment, education, or training. On average, when we measured our statistics:

- Our 6-month stat, was 95% known and 50% EET
- Our 12-month stat was 90% known, and 75% EET

We are so pleased that we have been able to achieve these results at a time when the job market has been unstable. It demonstrates the deep change in the mindsets of our young people and their increased work readiness. We give them the credit for being willing to grow, be resilient, and overcome difficult circumstances in their lives.

Our Young People

"After Spear, I'm going to show the world, even though I'm struggling with depression, I can go out there every day and show the people that anything is possible and I'm going to make a difference to other people's lives, like these amazing people have made a difference in mine." Spear Trainee 'A'

L had a difficult childhood experiencing family breakdown. She lives with her mother who has chronic pain and a weak immune system. L said she felt her mother took her anger about this out on her and her five siblings growing up. L stopped attending school as she felt she needed to care for her mother. This meant she never sat her GCSEs and left school with no qualifications. She was referred to Spear

Life Connections

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 December 2022

by Leeds City Council's Employment and Skills Hub. She wanted to work on her social skills as she felt very isolated at home, and she wanted to overcome her anxiety. Her dream was to work in health care.

During Spear Foundation L grew in confidence and was one of the most professional trainees in her group. The mindset we looked at on how to deal with conflict was transformational for L. At the start, she struggled to manage her emotions and often became angry and would walk out of group sessions. However, experiencing conflict with the coaches on Spear, and learning how to navigate it, equipped her with the ability to have an adult conversation and express her emotions in a calm and rational way. Through our partnership with Leeds Teaching Hospitals NHS Trust, L got invited to interview for an Apprentice Clinical Support Worker role, and she even used her learning around conflict as an example in her interview. L was successful in getting the apprenticeship and for the past 8 months has been living out her dream of working in health care.

In the four years that we have been running, we have supported our Spear Trainees in securing a wide range of jobs including youth workers, carers, clinical support workers, warehouse operatives and labourers, as well as accessing varied educational courses such as journalism and IT courses and construction apprenticeships and a flight attendant apprenticeship.

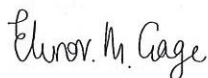
Financial review

Accounts

The charity reported a total surplus of £17,974 (unrestricted funds deficit of £34 and a restricted funds surplus of £18,008) for the year ended 31st December 2022 (2021: unrestricted funds deficit of £14,757 and restricted funds deficit of £8,954).

Total reserves to be carried forward to next year are £85,355 (unrestricted funds £356 and restricted funds £84,999).

The trustees' annual report and the strategic report were approved on 25 September 2023 and signed on behalf of the board of trustees by:



Elinor Margaret Gage
Chair

Life Connections

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Life Connections

Year ended 31 December 2022

I report to the trustees on my examination of the financial statements of Life Connections ('the charity') for the year ended 31 December 2022.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the company 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 your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the 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:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts 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 accounts 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 accounts to be reached.



Prakash Bohorun (Sep 26, 2023 14:25 GMT+1)

D P Bohorun FCCA FCMI
Independent Examiner

6 Howley Park Business Village,
Pullan Way,
Leeds
England
LS27 0BZ

Sep 26, 2023

Life Connections

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 December 2022

			2022		2021
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Other trading activities	5	4,500	132,379	136,879	156,705
Other income	6	—	—	—	2,021
Total income		<u>4,500</u>	<u>132,379</u>	<u>136,879</u>	<u>158,726</u>
Expenditure					
Expenditure on raising funds:					
Costs of raising donations and legacies	7	—	57,359	57,359	108,605
Expenditure on charitable activities	8,9	4,534	57,012	61,546	73,833
Total expenditure		<u>4,534</u>	<u>114,371</u>	<u>118,905</u>	<u>182,438</u>
Net income/(expenditure) and net movement in funds		<u>(34)</u>	<u>18,008</u>	<u>17,974</u>	<u>(23,712)</u>
Reconciliation of funds					
Total funds brought forward		390	66,991	67,381	91,093
Total funds carried forward		<u>356</u>	<u>84,999</u>	<u>85,355</u>	<u>67,381</u>

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

The notes on pages 11 to 20 form part of these financial statements.

Life Connections

Company Limited by Guarantee

Statement of Financial Position

31 December 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible fixed assets	15	4,280	5,707
Current assets			
Debtors	16	—	2,021
Cash at bank and in hand		81,915	60,433
		<u>81,915</u>	<u>62,454</u>
Creditors: amounts falling due within one year	17	840	780
Net current assets		<u>81,075</u>	<u>61,674</u>
Total assets less current liabilities		<u>85,355</u>	<u>67,381</u>
Net assets		<u><u>85,355</u></u>	<u><u>67,381</u></u>
Funds of the charity			
Restricted funds		84,999	66,991
Unrestricted funds		356	390
Total charity funds	19	<u><u>85,355</u></u>	<u><u>67,381</u></u>

For the year ending 31 December 2022 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

The statement of financial position
continues on the following page.

The notes on pages 11 to 20 form part of these financial statements.

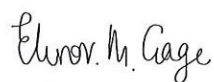
Life Connections

Company Limited by Guarantee

Statement of Financial Position *(continued)*

31 December 2022

These financial statements were approved by the board of trustees and authorised for issue on 25 September 2023, and are signed on behalf of the board by:



Elinor Margaret Gage
Chair

The notes on pages 11 to 20 form part of these financial statements.

Life Connections

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 December 2022

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Bridge Community Church, Rider Street, Leeds, LS9 7BQ.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Life Connections

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 December 2022

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Life Connections

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 December 2022

3. Accounting policies *(continued)*

Tangible assets *(continued)*

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and fittings - 25% reducing balance

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

Life Connections

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 December 2022

4. Limited by guarantee

Life Connections is a company limited by guarantee and accordingly does not have a share capital.

Every member of the company undertakes to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of its been wound up while he or she is a member, or within one year after he or she ceases to be a member.

5. Other trading activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Lincoln Green Income	3,000	—	3,000
OOCs Fees	—	—	—
OOC ATM	—	—	—
OOSC Grants	1,500	—	1,500
OOSC CJRS Grant Income	—	—	—
OOSC Other Income	—	—	—
SPEAR Grant	—	106,318	106,318
SPEAR CJRS Grant Income	—	—	—
SPEAR Fund Raising	—	611	611
SPEAR Donations	—	25,450	25,450
	<u>4,500</u>	<u>132,379</u>	<u>136,879</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Lincoln Green Income	3,000	—	3,000
OOCs Fees	(1,398)	—	(1,398)
OOC ATM	3,654	—	3,654
OOSC Grants	2,750	—	2,750
OOSC CJRS Grant Income	12,500	—	12,500
OOSC Other Income	2,524	—	2,524
SPEAR Grant	—	105,571	105,571
SPEAR CJRS Grant Income	—	10,000	10,000
SPEAR Fund Raising	—	215	215
SPEAR Donations	—	17,889	17,889
	<u>23,030</u>	<u>133,675</u>	<u>156,705</u>

6. Other income

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
Accrued Income - Leeds CC	—	—	2,021	2,021

Life Connections

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 December 2022

7. Costs of raising donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Out of School Club	—	—	—
Spear	—	57,359	57,359
	<u>—</u>	<u>57,359</u>	<u>57,359</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Out of School Club	31,994	—	31,994
Spear	—	76,611	76,611
	<u>31,994</u>	<u>76,611</u>	<u>108,605</u>

8. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Cafe	—	—	—
Out of School Club	—	—	—
Spear	—	56,037	56,037
Lincoln Green	2,250	—	2,250
Support costs	2,284	975	3,259
	<u>4,534</u>	<u>57,012</u>	<u>61,546</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Cafe	145	—	145
Out of School Club	2,765	—	2,765
Spear	—	64,916	64,916
Lincoln Green	2,250	—	2,250
Support costs	2,656	1,101	3,757
	<u>7,816</u>	<u>66,017</u>	<u>73,833</u>

Life Connections

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 December 2022

9. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2022 £	Total fund 2021 £
Cafe	—	—	—	145
Out of School Club	—	—	—	2,765
Spear	56,037	—	56,037	64,916
Lincoln Green	2,250	—	2,250	2,250
Support Costs	—	3,259	3,259	3,757
	<u>58,287</u>	<u>3,259</u>	<u>61,546</u>	<u>73,833</u>

Life Connections

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 December 2022

10. Analysis of support costs

	Accountancy Fees £	Professional Fees £	Insurance £	Other office expenses £	Depreciation £	Total 2022 £	Total 2021 £
Governance costs	840	40	—	—	—	880	870
Support costs	—	—	617	335	1,427	2,379	2,887
	<u>840</u>	<u>40</u>	<u>617</u>	<u>335</u>	<u>1,427</u>	<u>3,259</u>	<u>3,757</u>

Life Connections

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 December 2022

11. Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	2022	2021
	£	£
Depreciation of tangible fixed assets	<u>1,427</u>	<u>1,903</u>

12. Independent examination fees

	2022	2021
	£	£
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>840</u>	<u>840</u>

13. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2022	2021
	£	£
Wages and salaries	54,754	102,261
Social security costs	856	2,898
Employer contributions to pension plans	<u>1,350</u>	<u>2,333</u>
	<u>56,960</u>	<u>107,492</u>

The average head count of employees during the year was 3 (2021: 5). The average number of full-time equivalent employees during the year is analysed as follows:

	2022	2021
	No.	No.
Number of staff	<u>3</u>	<u>5</u>

No employee received employee benefits of more than £60,000 during the year (2021: Nil).

14. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

Life Connections

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 December 2022

15. Tangible fixed assets

	Fixtures and fittings £
Cost	
At 1 January 2022 and 31 December 2022	15,124
Depreciation	
At 1 January 2022	9,417
Charge for the year	1,427
At 31 December 2022	10,844
Carrying amount	
At 31 December 2022	4,280
At 31 December 2021	5,707

16. Debtors

	2022 £	2021 £
Prepayments and accrued income	—	2,021

17. Creditors: amounts falling due within one year

	2022 £	2021 £
Accruals and deferred income	840	780

18. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £1,350 (2021: £2,333).

Life Connections

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 December 2022

19. Analysis of charitable funds

Unrestricted funds

	At 1 January 2022	Income	Expenditure	At 31 December 2022
	£	£	£	£
General funds	390	4,500	(4,534)	356

	At 1 January 2021	Income	Expenditure	At 31 December 2021
	£	£	£	£
General funds	15,149	25,051	(39,810)	390

Restricted funds

	At 1 January 2022	Income	Expenditure	At 31 December 2022
	£	£	£	£
Restricted Fund 1 - desc in a/cs	66,991	132,379	(114,371)	84,999

	At 1 January 2021	Income	Expenditure	At 31 December 2021
	£	£	£	£
Restricted Fund 1 - desc in a/cs	75,944	133,675	(142,628)	66,991

20. Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total Funds 2022
	£	£	£
Tangible fixed assets	681	3,599	4,280
Current assets	—	81,915	81,915
Creditors less than 1 year	(325)	(515)	(840)
Net assets	356	84,999	85,355

	Unrestricted Funds	Restricted Funds	Total Funds 2021
	£	£	£
Tangible fixed assets	908	4,799	5,707
Current assets	—	62,454	62,454
Creditors less than 1 year	(518)	(262)	(780)
Net assets	390	66,991	67,381

LIFE CONNECTIONS

England & Wales - Charity number 1143401

Accounts

Charity number: 1143401
Company number: 7324346

Life Connections
(A company limited by guarantee)
Trustees' report and financial statements
for the year ended 31 December 2021

Life Connections
(A company limited by guarantee)

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Independent examiners' report	5
Statement of financial activities	6
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Life Connections
(A company limited by guarantee)

Legal and administrative information

Charity number	1143401
Company registration number	7324346
Business address	Bridge Community Church Rider Street Leeds LS9 7BQ
Registered office	Bridge Community Church Rider Street Leeds LS9 7BQ
Trustees	Gillian Hazel Simpson – Resigned 12.12.2021 Ann Nicholl Patience Harrison Mabel Ekpo Onene Osoroller Oluwakemi Akingbehin – Appointed 06.02.2022
Accountants	D P Bohorun FCCA FCMI Bohorun & Co Ltd 6 Howley Park Business Village Pullan Way Leeds LS27 0BZ
Bankers	Reliance Bank Limited Faith House 23-24 Lovat Lane London EC3R 8EB
Solicitors	Lupton Fawcett LLP Yorkshire House East Parade Leeds LS1 5BD

Life Connections

(A company limited by guarantee)

Report of the trustees (incorporating the directors' report)

for the year ended 31 December 2021

The trustees present their report and the financial statements for the year ended 31 December 2021. The trustees, who are also directors of Life Connections for the purposes of company law and who served during the year and up to the date of this report are set out on page 1.

Structure, governance and management

Reference and administration information

Life Connections is a company limited by guarantee under number 7324346 and is also registered with the Charity Commission for England and Wales under number 1143401. The trustees' name, principal place of business and professional advisors of the charity are given on page 1.

Organisational structure

Life Connections is governed by its constitution documents filed with the Charity Commission for England and Wales. The company is also governed by the memorandum and articles of association filed with the Registrar of Companies from its inception.

By constitution, Life Connections must have a minimum of 3 trustees. The company has strict guidelines and procedures in the recruitment process of its trustees. Special consideration is given to skills, knowledge, experience or representation.

Governance and management

Policy and strategic decisions are referred to and made by the board of trustees. Decisions are taken according to a majority of votes. In the case of an equality of votes, the chairperson has a second or casting vote. Day to day operational decisions are made by the management team.

Risk management

The trustees have identified the major strategic risks to which Life Connections is exposed and established controls and actions to mitigate them. Risk assessments are carried out annually and it is a company policy to monitor the risk assessment and its process.

The trustees take all reasonable steps to moderate and manage the inevitable operational risks along with business and financial risks.

Objectives and activities

Activities

The relief of sickness and protection of good health; The advancement of education and good parenting; The prevention or relief of poverty; The promotion of social inclusion; To develop the capacity and skills of the members of the socially and economically deprived communities in Leeds city and West Yorkshire.

Charitable Objects

To promote for the public benefit in Leeds such charitable purposes in such manner as the trustees shall from time to time determine as a practical expression of faith and a demonstration of the teachings of Jesus Christ including, but not limited to:

*The relief of sickness and preservation and protection of good health including raising awareness of health issues and particularly the provision of advice and education with respect to the dangers of drug, alcohol and other substance addiction and abuse;

*The advancement of education including the provision of after school clubs and children and toddler groups and advice on childcare and parenting issues and the provision of education, advice, training and talking therapies in the life skills necessary better to empower self management;

*The prevention or relief of poverty including advice relating to debt and financial management, welfare benefits, accommodation and homelessness;

Life Connections

(A company limited by guarantee)

Report of the trustees (incorporating the directors' report)

for the year ended 31 December 2021

*To promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society.

*To develop the capacity and skills of the members of the socially and economically disadvantaged community of Leeds city and the West Yorkshire region in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society.

Achievements and performance

Spear Leeds – this programme for young unemployed people has always been delivered face-to-face so when the national lockdown came in March 2020 the second programme of 2020 was underway which had to be curtailed and the staff placed on furlough. Resurgo, the organization we partner with, then developed an online version of the programme which was piloted in Leeds in July and was then run successfully twice in the autumn. While the staff were on furlough the ongoing 12 month support for the young people who had already completed the programme was provided by Resurgo. The pilot programme in July enrolled 12 and completed 9 young people. We are still in touch with all of them and all of them are in work, education or training. The average 12 month statistic across Spear Leeds at the end of the 12 months support we provide is 95% were still in touch with us and 69% of the young people were in work, education, or training.

To provide some context of the young people we are working with - on average 20% have lived in care, 43% received free school meals, 60% have less than 5 GCSEs, 46% have had parents who claim benefits, and over 70% have had mental health issues. 57% of the young people have at least 3 of these barriers to employment.

We want to acknowledge the support of the Love Your Neighbour scheme that allowed us to access government funding and to the Bramall Foundation who supported us to access this funding. We are also grateful to the individuals and local companies have also supported us financially during the year.

Numerous volunteers have provided support to the young people in various ways, especially with conducting mock interviews and we would like to express our thanks for their time and energy.

Out of School Club – At the beginning of 2020, children were collected from five primary schools in the area to attend the OOSC from 3 – 6pm on a daily basis, Monday to Friday. The Club closed when the schools closed in March and the staff were placed on furlough. The Club reopened in September 2020 for one school only and then to a second in October, limited by government guidelines as to keeping children in school bubbles and using the minibus safely. We endeavoured to do the majority of activities outside, weather permitting and indoor activities, took place in well ventilated rooms. Staff viewed Serves Tennis programme training on line, which showed lots of fun activities that would enhance the children's tennis skills. (Many of the children had never played tennis before, and were encouraged by the nice equipment and a tennis net.) The children live in an inner city area, with limited places for them to play and the OOSC provided them with a safe field and multi-use games area for them to enjoy. Sessions were held by British Cycling organisation, which the children loved. Three children learnt to ride bikes, that had never been on a bike before.

We are grateful for a grant from Leeds Community Foundation Resilience Fund which enabled us to keep operating during the second half of 2020.

Play scheme – the Playscheme ran during February half term only during 2020

Café - this has been closed since March 2020 due to government guidelines

Welcome Shop – this has been closed since March 2020 due to government guidelines

Life Connections
(A company limited by guarantee)

Report of the trustees (incorporating the directors' report)
for the year ended 31 December 2021

Financial review

Accounts

The charity reported a surplus of £67,382 (unrestricted funds surplus of £392 and restricted funds surplus of £66,990) for the year ended 31st December 2021 (2020: unrestricted funds surplus of £15,149 and restricted funds surplus of £75,944).

Statement of trustees' responsibilities

The trustees (who are also directors of Life Connections for the purpose of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. 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 charitable company will continue in operation.

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

Small company provisions

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

On behalf of the board

Patience Harrison
Director

Life Connections
(A company limited by guarantee)

Independent examiner's report to the trustees on the unaudited financial statements of Life Connections.

I report on the accounts of Life Connections for the year ended 31 December 2021 set out on pages 2 to 15.

Respective responsibilities of trustees and independent examiner

The charity's trustees (who are also the directors of the company for purposes of company law) are responsible for the preparation of the financial statements in accordance with requirements of the Companies Act 2006 ("the 2006 Act"). The trustees consider that an audit is not required for this year under part 16 of the 2006 Act and under section 145(1) of the Charities Act 2011 ("the 2011 Act") and that an independent examination is needed. It is my responsibility to examine the financial statements under section 145 of the 2011 Act, 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 to state whether particular matters have come to my attention.

Basis of independent examiner's statement

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 accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, 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 accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

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

- (i) which gives me reasonable cause to believe that in any material respect the requirements:
 - to keep proper accounting records in accordance with section 386 of the Companies Act 2006; and
 - to prepare accounts 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 Charitieshave not been met; or
- (ii) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

.....
D P Bohorun FCCA FCMI

Chartered Certified Accountant

Independent examiner

6 Howley Park Business Village

Pullan Way

Leeds

LS27 0BZ

Life Connections
(A company limited by guarantee)

Statement of financial activities (incorporating the income and expenditure account)

For the year ended 31 December 2021

	Note	Unrestricted funds	Restricted funds	Total funds y.e 31 Dec 2021	Unrestricted Funds	Restricted funds	Total funds y/e 31 Dec 2020
		£	£	£	£	£	£
Incoming Resources							
Incoming resources from generating funds:							
Activities for generating funds	2	23,030	133,675	156,705	68,699	98,090	166,789
Other incoming resources	3	2,021	-	2,021	5,529	-	5,529
Total incoming Resources		25,051	133,675	158,726	74,228	98,090	172,318
Resources expended							
Costs of generating funds:							
Costs of generating voluntary income	4	31,994	76,611	108,605	70,647	89,013	159,660
Charitable activities	5	7,379	65,583	72,962	7,248	67,035	74,283
Governance costs	7	435	435	870	375	375	750
Total resources expended		39,808	142,629	182,437	78,270	156,423	234,693
Net movement in funds		(14,757)	(8,954)	(23,711)	(4,042)	(58,333)	(62,375)
Net incoming/(outgoing) resources for the year/ Net income/(expenditure) for the year		(14,757)	(8,954)	(23,711)	(4,042)	(58,333)	(62,375)
Total funds brought forward		15,149	75,944	91,093	19,191	134,277	153,468
Total funds carried forward		392	66,990	67,382	15,149	75,944	91,093

The Statement of Financial Activities includes all gains and losses in the year and therefore a statement of total recognised gains and losses has not been prepared.
All of the above amounts relate to continuing activities.

Life Connections
(A company limited by guarantee)

Balance sheet
as at 31 December 2021

	Notes	£	2021 £	£	2020 £
Fixed assets					
Tangible assets	13		5,708		7,610
Current assets					
Cash at bank and in hand			60,433		84,203
Accrued Income			2,021		-
			<u>62,454</u>		<u>84,203</u>
Creditors: amounts falling due within one year	14		<u>(780)</u>		<u>(720)</u>
Net current assets			61,674		83,483
Net assets			<u>67,382</u>		<u>91,093</u>
Funds	15				
Restricted income funds			66,990		75,944
Unrestricted income funds			392		15,149
Total funds			<u>67,382</u>		<u>91,093</u>

The Balance Sheet continues on the following page.

Life Connections
(A company limited by guarantee)

Balance sheet (continued)

**Trustees statements required by the Companies Act 2006
for the year ended 31 December 2021**

In approving these financial statements as trustees of the company we hereby confirm:

(a) that for the year stated above the company was entitled to the exemption conferred by section 477 of the Companies Act 2006 ;

(b) that no notice has been deposited at the registered office of the company pursuant to section 476 of the Companies Act 2006 requesting that an audit be conducted for the year ended 31 December 2021.

(c) that we acknowledge our responsibilities for:

(1) ensuring that the company keeps proper accounting records which comply with section 386 of the Companies Act 2006, and

(2) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its profit or loss for the year then ended in accordance with the requirements of sections 394 and 395, and which otherwise comply with the provisions of the Companies Act relating to financial statements, so far as applicable to the company.

These financial statements are prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008).

The financial statements were approved by the board on and signed on its behalf by

Patience Harrison
Director

Life Connections
(A company limited by guarantee)

Notes to financial statements
for the year ended 31 December 2021

1. Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and the preceding year.

Basis of accounting

The financial statements are prepared under the historical cost convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Statement of Recommended Practice 'Accounting and Reporting by Charities' issued in March 2005 (SORP 2005) and the Companies Act 2006.

Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes including the charity's shop.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less accumulated depreciation. Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Fixtures, fittings and equipment - 25% reducing balance

Defined contribution pension schemes

The pension costs charged in the financial statements represent the contribution payable by the charity during the year.

Life Connections
(A company limited by guarantee)

Notes to financial statements
for the year ended 31 December 2021

2. Activities for generating funds

	Unrestricted funds £	Restricted funds £	2021 Total £	2020 Total £
Cafe income	-	-	-	7,925
Lincoln Green Income	3,000	-	3,000	3,000
OOSC Fees	(1,398)	-	(1,398)	9,609
OOSC ATM	3,654	-	3,654	11,590
OOSC Play Scheme	-	-	-	1,639
OOSC Grants	2,750	-	2,750	10,237
OOSC CJRS Grant income	12,500	-	12,500	24,699
OOSC Other income	2,524	-	2,524	-
Spear Grant	-	105,571	105,571	62,607
Spear CJRS Grant income	-	10,000	10,000	19,571
Spear Fund Raising	-	215	215	1,115
Spear Donations	-	17,889	17,889	14,797
	<u>23,030</u>	<u>133,675</u>	<u>156,705</u>	<u>166,789</u>

3. Other incoming resources

	Unrestricted funds £	Restricted funds £	2021 Total £	2020 Total £
Management income	-	-	-	5,529
Accrued income – Leeds CC	2,021	-	2,021	
	<u>2,021</u>	<u>-</u>	<u>2,021</u>	<u>5,529</u>

4. Cost of generating voluntary income

	Unrestricted funds £	Restricted Funds £	2021 Total £	2020 Total £
Cafe	-	-	-	8,855
Out Of School Club	31,994	-	31,994	61,792
Spear	-	76,611	76,611	89,013
	<u>31,994</u>	<u>75,898</u>	<u>108,605</u>	<u>159,660</u>

Life Connections
(A company limited by guarantee)

Notes to financial statements
for the year ended 31 December 2021

5. Costs of charitable activities - by fund type

	Unrestricted funds £	Restricted funds £	2021 Total £	2020 Total £
Cafe	145	-	145	162
Out Of School Club	2,762	-	2,762	3,434
Lincoln Green	2,250	-	2,250	1,873
Spear	-	64,917	64,917	65,257
General Administrative Expenses	2,222	666	2,888	3,557
	<u>7,379</u>	<u>65,583</u>	<u>72,962</u>	<u>74,283</u>

6. Costs of charitable activities - by activity

	Activities undertaken directly £	Support costs £	2021 Total £	2020 Total £
Cafe	145	-	145	162
Out Of School Club	2,762	-	2,762	3,434
Lincoln Green	2,250	-	2,250	1,873
Spear	64,917	-	64,917	65,257
General Administrative Expenses	-	2,888	2,888	3,557
	<u>70,076</u>	<u>2,888</u>	<u>72,962</u>	<u>74,283</u>

7. Governance costs

	Unrestricted funds £	Restricted funds £	2021 Total £	2020 Total £
Accountancy fees	420	420	840	720
Professional Fees	15	15	30	30
	<u>435</u>	<u>435</u>	<u>870</u>	<u>750</u>

Life Connections
(A company limited by guarantee)

Notes to financial statements
for the year ended 31 December 2021

8. Analysis of support costs

	£	2021 Total £	2020 Total £
Insurance	727	727	708
Other office expenses	258	258	312
Depreciation and impairment	1,903	1,903	2,537
	<u>2,888</u>	<u>2,888</u>	<u>3,557</u>

9. Net incoming/(outgoing) resources for the year

	2021 £	2020 £
Net incoming/(outgoing) resources is stated after charging:		
Depreciation and other amounts written off tangible fixed assets	<u>1,903</u>	<u>2,537</u>

10. Employees

Employment costs	2021 £	2020 £
Wages and salaries	102,261	139,582
Social security costs	2,898	4,634
Pension costs	2,333	3,182
Other costs	1,013	1,370
	<u>108,505</u>	<u>148,768</u>

No employee received emoluments of more than £60,000 (2020: None).

Number of employees

The average monthly numbers of employees (including the trustees) during the year, calculated on the basis of full time equivalents, was as follows:

2021 Number	2020 Number
<u>5</u>	<u>5</u>

Life Connections
(A company limited by guarantee)

Notes to financial statements
for the year ended 31 December 2021

11. Pension costs

The company operates a defined contribution pension scheme in respect of NEST. The scheme and its assets are held by independent managers. The pension charge represents contributions due from the company and was as follows:

	2021	2020
	£	£
Pension charge	2,333	3,182

12. Taxation

The charity's activities fall within the exemptions afforded by the provisions of the Income and Corporation Taxes Act 1988. Accordingly, there is no taxation charge in these accounts.

13. Tangible fixed assets

	Fixtures, fittings and equipment	Total
	£	£
Cost		
At 1 January 2020	15,125	15,125
Additions	-	-
At 31 December 2021	15,125	15,125
Depreciation		
At 1 January 2020	7,514	7,514
Charge for the year	1,903	1,903
At 31 December 2021	9,417	9,417
Net book values		
At 31 December 2021	5,708	5,708
At 31 December 2020	7,610	7,610

14. Creditors: amounts falling due within one year

	2021	2020
	£	£
Accruals and deferred income	780	720

Life Connections
(A company limited by guarantee)

Notes to financial statements
for the year ended 31 December 2021

	Unrestricted funds £	Restricted funds £	Total funds £
15. Analysis of net assets between funds			
Fund balances at 31 December 2021 as represented by:			
Tangible fixed assets	4,800	908	5,708
Current assets	62,454	-	62,454
Current liabilities	(390)	(390)	(780)
	<u>66,864</u>	<u>518</u>	<u>67,382</u>

	At 1 January 2021 £	Incoming resources £	Outgoing resources £	At 31 December 2021 £
16. Unrestricted funds				
General funds	<u>15,149</u>	<u>25,051</u>	<u>(39,808)</u>	<u>392</u>

	At 1 January 2021 £	Incoming resources £	Outgoing resources £	At 31 December 2021 £
17. Restricted funds				
Spear	<u>75,944</u>	<u>133,675</u>	<u>(142,629)</u>	<u>66,990</u>

18. General commitments

The charitable company had no future financial or capital commitments at 31 December 2021.

19. Company limited by guarantee

Life Connections is a company limited by guarantee and accordingly does not have a share capital.

Every member of the company undertakes to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of its being wound up while he or she is a member, or within one year after he or she ceases to be a member.

Life Connections
(A company limited by guarantee)

Notes to financial statements
for the year ended 31 December 2021

20. Post Balance Sheet Events

In 2021 the Out of School Club reopened after the Easter school holiday with low numbers of children attending due to a combination of the restrictions placed on us as to the number of schools we can open to within government guidelines and changed working patterns for parents. Many parents are working from home, are on furlough or have lost or changed their job during the pandemic.

After considering the projected number of children for September 2021, along with the scaling back of the furlough scheme, it was clear that the club was unviable for the foreseeable future. With reserves already depleted in keeping the club open between March 2020 and July 2021 the difficult decision was taken to permanently close the club from July 2021.

Life Connections
(A company limited by guarantee)

The following pages do not form part of the statutory accounts.

Life Connections
(A company limited by guarantee)

Detailed statement of financial activities

For the year ended 31 December 2021

	2021		2020	
	£	£	£	£
Incoming resources				
Incoming resources from generating funds:				
<i>Activities for generating funds</i>				
Cafe income	-		7,925	
Lincoln Green Income	3,000		3,000	
OOSC CJRS Grant Income	12,500		24,699	
OOSC Fees	(1,398)		9,609	
OOSC ATM	3,654		11,590	
OOSC Play Scheme			1,639	
OOSC Grants	2,750		10,237	
OOSC Other income	2,524		-	
Spear - Grant	105,571		62,607	
Spear - Donations	17,889		14,797	
Spear – Fundraising events	215		1,115	
Spear – CJRS Grant Income	10,000		19,571	
	<u>156,705</u>		<u>166,789</u>	
Total incoming resources from generating funds	<u>156,705</u>		<u>166,789</u>	
Other incoming resources				
CJRS Grant (Refunded to BCC)	-		3,313	
Management income - OOSC	-		2,216	
Accrued Income - OOSC	<u>2,021</u>		<u>-</u>	
	<u>-</u>		<u>5,529</u>	
Total incoming resources	<u>158,726</u>		<u>172,318</u>	
Resources expended				
Costs of generating funds:				
<i>Cafe</i>				
Cafe - Purchases	-	3,986		
Salaries & wages	-	4,055		
Rent	-	715		
Payroll Cost	<u>-</u>	<u>99</u>		
			8,855	
<i>Out Of School Club</i>				
Staff - Salaries & wages	31,999	46,514		
Staff - Employer's NIC	206	4,634		
Staff - Pension costs	367	3,182		
Payroll Costs	(678)	1,640		
Management Cost	-	5,529		
Direct - OOSC Food	<u>100</u>	<u>293</u>		
		31,994		61,792

Life Connections
(A company limited by guarantee)

Detailed statement of financial activities

For the year ended 31 December 2021

<i>Spear</i>		
Staff - Salaries & wages	70,262	89,013
Staff - Employer's NIC	2,692	-
Staff - Pension costs	1,966	-
Payroll Costs	1,691	-
	<u>76,611</u>	<u>89,013</u>
Total cost of generating voluntary income	<u>108,605</u>	<u>159,660</u>
Fundraising trading:		
cost of goods sold and other costs		
Total costs of generating funds	<u><u>108,605</u></u>	<u><u>159,660</u></u>

Life Connections
(A company limited by guarantee)

Detailed statement of financial activities

For the year ended 31 December 2021

	2021	2020
	£	£
Charitable activities		
Cafe		
<i>Activities undertaken directly</i>		
Bank Charges	-	-
General Expenses	145	162
	145	162
Cafe total expenditure	145	162
BCC Out Of School Club		
<i>Activities undertaken directly</i>		
Direct - Establishment - Travelling	915	1,320
Direct - Establishment-Repair/renewals	-	231
Direct - Professional - Other	-	340
Direct- Subscriptions	113	-
Direct - Office expenses	149	353
Direct - Other costs	835	1,190
Direct – Grant expenditure	750	-
	2,762	3,434
Out Of School Club total expenditure	2,762	3,434
Lincoln Green		
<i>Activities undertaken directly</i>		
Direct - Establishment - Rent	2,250	2,250
Direct – Establishment - Refund	-	(377)
	2,250	1,873
Lincoln Green total expenditure	2,250	1,873
Spear		
<i>Activities undertaken directly</i>		
Direct - Staff - Other	1,397	1,370
Direct - Other motor & travel expenses	1,432	881
Direct - Office expenses - Other	1,278	3,172
Direct – Resurgo	54,288	55,000
Direct – BCC expenses	3,480	4,320
Direct - Other costs	3,042	514
	64,917	65,257
Spear total expenditure	64,917	65,257

Life Connections
(A company limited by guarantee)

Detailed statement of financial activities

For the year ended 31 December 2021

General Administrative Expenses			
Charitable activities - Support	2,888	3,557	
	<u>2,888</u>		<u>3,557</u>
General Administrative Expenses total expenditure	<u>2,888</u>		<u>3,557</u>
Total charitable activity expenditure	<u>72,962</u>		<u>74,283</u>
Governance costs			
<i>Activities undertaken directly</i>			
Professional - Accountancy fees	780	720	
Professional Fees	<u>30</u>	<u>30</u>	
	<u>810</u>		<u>750</u>
Total governance costs	<u>810</u>		<u>750</u>
Net incoming/(outgoing) resources for the year	<u>(23,711)</u>		<u>(62,375)</u>

LIFE CONNECTIONS

England & Wales - Charity number 1143401

Accounts

Charity number: 1143401
Company number: 7324346

Life Connections
(A company limited by guarantee)
Trustees' report and financial statements
for the year ended 31 December 2020

Life Connections
(A company limited by guarantee)

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Life Connections
(A company limited by guarantee)

Legal and administrative information

Charity number	1143401
Company registration number	7324346
Business address	Bridge Community Church Rider Street Leeds LS9 7BQ
Registered office	Bridge Community Church Rider Street Leeds LS9 7BQ
Trustees	Gillian Hazel Simpson Ann Nicholl Patience Harrison Leah Chipampe – Resigned 24.01.2021 Mabel Ekpo Onene Osoroller – Appointed 22.05.2021
Accountants	D P Bohorun FCCA FCMI Bohorun & Co Ltd 6 Howley Park Business Village Pullan Way Leeds LS27 0BZ
Bankers	Reliance Bank Limited Faith House 23-24 Lovat Lane London EC3R 8EB
Solicitors	Lupton Fawcett LLP Yorkshire House East Parade Leeds LS1 5BD

Life Connections

(A company limited by guarantee)

Report of the trustees (incorporating the directors' report)

for the year ended 31 December 2020

The trustees present their report and the financial statements for the year ended 31 December 2020. The trustees, who are also directors of Life Connections for the purposes of company law and who served during the year and up to the date of this report are set out on page 1.

Structure, governance and management

Reference and administration information

Life Connections is a company limited by guarantee under number 7324346 and is also registered with the Charity Commission for England and Wales under number 1143401. The trustees' name, principal place of business and professional advisors of the charity are given on page 1.

Organisational structure

Life Connections is governed by its constitution documents filed with the Charity Commission for England and Wales. The company is also governed by the memorandum and articles of association filed with the Registrar of Companies from its inception.

By constitution, Life Connections must have a minimum of 3 trustees. The company has strict guidelines and procedures in the recruitment process of its trustees. Special consideration is given to skills, knowledge, experience or representation.

Governance and management

Policy and strategic decisions are referred to and made by the board of trustees. Decisions are taken according to a majority of votes. In the case of an equality of votes, the chairperson has a second or casting vote. Day to day operational decisions are made by the management team.

Risk management

The trustees have identified the major strategic risks to which Life Connections is exposed and established controls and actions to mitigate them. Risk assessments are carried out annually and it is a company policy to monitor the risk assessment and its process.

The trustees take all reasonable steps to moderate and manage the inevitable operational risks along with business and financial risks.

Objectives and activities

Activities

The relief of sickness and protection of good health; The advancement of education and good parenting; The prevention or relief of poverty; The promotion of social inclusion; To develop the capacity and skills of the members of the socially and economically deprived communities in Leeds city and West Yorkshire.

Charitable Objects

To promote for the public benefit in Leeds such charitable purposes in such manner as the trustees shall from time to time determine as a practical expression of faith and a demonstration of the teachings of Jesus Christ including, but not limited to:

*The relief of sickness and preservation and protection of good health including raising awareness of health issues and particularly the provision of advice and education with respect to the dangers of drug, alcohol and other substance addiction and abuse;

*The advancement of education including the provision of after school clubs and children and toddler groups and advice on childcare and parenting issues and the provision of education, advice, training and talking therapies in the life skills necessary better to empower self management;

*The prevention or relief of poverty including advice relating to debt and financial management, welfare benefits, accommodation and homelessness;

Life Connections

(A company limited by guarantee)

Report of the trustees (incorporating the directors' report)

for the year ended 31 December 2020

*To promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society.

*To develop the capacity and skills of the members of the socially and economically disadvantaged community of Leeds city and the West Yorkshire region in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society.

Achievements and performance

Spear Leeds – this programme for young unemployed people has always been delivered face-to-face so when the national lockdown came in March 2020 the second programme of 2020 was underway which had to be curtailed and the staff placed on furlough. Resurgo, the organization we partner with, then developed an online version of the programme which was piloted in Leeds in July and was then run successfully twice in the autumn. While the staff were on furlough the ongoing 12 month support for the young people who had already completed the programme was provided by Resurgo. The pilot programme in July enrolled 12 and completed 9 young people. We are still in touch with all of them and all of them are in work, education or training. The average 12 month statistic across Spear Leeds at the end of the 12 months support we provide is 95% were still in touch with us and 69% of the young people were in work, education, or training.

To provide some context of the young people we are working with - on average 20% have lived in care, 43% received free school meals, 60% have less than 5 GCSEs, 46% have had parents who claim benefits, and over 70% have had mental health issues. 57% of the young people have at least 3 of these barriers to employment.

We want to acknowledge the support of the Love Your Neighbour scheme that allowed us to access government funding and to the Bramall Foundation who supported us to access this funding. We are also grateful to the individuals and local companies have also supported us financially during the year.

Numerous volunteers have provided support to the young people in various ways, especially with conducting mock interviews and we would like to express our thanks for their time and energy.

Out of School Club – At the beginning of 2020, children were collected from five primary schools in the area to attend the OOSC from 3 – 6pm on a daily basis, Monday to Friday. The Club closed when the schools closed in March and the staff were placed on furlough. The Club reopened in September 2020 for one school only and then to a second in October, limited by government guidelines as to keeping children in school bubbles and using the minibus safely. We endeavoured to do the majority of activities outside, weather permitting and indoor activities, took place in well ventilated rooms. Staff viewed Serves Tennis programme training on line, which showed lots of fun activities that would enhance the children's tennis skills. (Many of the children had never played tennis before, and were encouraged by the nice equipment and a tennis net.) The children live in an inner city area, with limited places for them to play and the OOSC provided them with a safe field and multi-use games area for them to enjoy. Sessions were held by British Cycling organisation, which the children loved. Three children learnt to ride bikes, that had never been on a bike before.

We are grateful for a grant from Leeds Community Foundation Resilience Fund which enabled us to keep operating during the second half of 2020.

Play scheme – the Playscheme ran during February half term only during 2020

Café - this has been closed since March 2020 due to government guidelines

Welcome Shop – this has been closed since March 2020 due to government guidelines

Life Connections
(A company limited by guarantee)

Report of the trustees (incorporating the directors' report)
for the year ended 31 December 2020

Financial review

Accounts

The charity reported a surplus of £91,093 (unrestricted funds surplus of £15,149 and restricted funds surplus of £75,944) for the year ended 31st December 2020 (2019: unrestricted funds surplus of £19,191 and restricted funds surplus of £134,277).

Statement of trustees' responsibilities

The trustees (who are also directors of Life Connections for the purpose of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. 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 charitable company will continue in operation.

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

Small company provisions

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

On behalf of the board

Gillian Hazel Simpson
Director

Life Connections
(A company limited by guarantee)

Independent examiner's report to the trustees on the unaudited financial statements of Life Connections.

I report on the accounts of Life Connections for the year ended 31 December 2020 set out on pages 2 to 15.

Respective responsibilities of trustees and independent examiner

The charity's trustees (who are also the directors of the company for purposes of company law) are responsible for the preparation of the financial statements in accordance with requirements of the Companies Act 2006 ("the 2006 Act"). The trustees consider that an audit is not required for this year under part 16 of the 2006 Act and under section 145(1) of the Charities Act 2011 ("the 2011 Act") and that an independent examination is needed. It is my responsibility to examine the financial statements under section 145 of the 2011 Act, 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 to state whether particular matters have come to my attention.

Basis of independent examiner's statement

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 accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, 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 accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

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

- (i) which gives me reasonable cause to believe that in any material respect the requirements:
 - to keep proper accounting records in accordance with section 386 of the Companies Act 2006; and
 - to prepare accounts 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 Charitieshave not been met; or
- (ii) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

.....
D P Bohorun FCCA FCMI

Chartered Certified Accountant

Independent examiner

6 Howley Park Business Village

Pullan Way

Leeds

LS27 0BZ

Life Connections
(A company limited by guarantee)

Statement of financial activities (incorporating the income and expenditure account)

For the year ended 31 December 2020

	Note	Unrestricted funds	Restricted funds	Total funds y.e 31 Dec 2020	Unrestricted Funds	Restricted funds	Total funds y/e 31 Dec 2019
		£	£	£	£	£	£
Incoming Resources							
Incoming resources from generating funds:							
Activities for generating funds	2	68,699	98,090	166,789	116,617	196,995	313,612
Other incoming resources	3	5,529	-	5,529	5,543	-	5,543
Total incoming Resources		74,228	98,090	172,318	122,160	196,995	319,155
Resources expended							
Costs of generating funds:							
Costs of generating voluntary income	4	70,647	89,013	159,660	104,123	27,619	131,742
Charitable activities	5	7,248	67,035	74,283	10,826	35,099	45,925
Governance costs	7	375	375	750	720	-	720
Total resources expended		78,270	156,423	234,693	115,669	62,718	178,387
Net movement in funds		(4,042)	(58,333)	(62,375)	6,491	134,277	140,768
Net incoming/(outgoing) resources for the year/ Net income/(expenditure) for the year		(4,042)	(58,333)	(62,375)	6,491	134,277	140,768
Total funds brought forward		19,191	134,277	153,468	12,700	-	12,700
Total funds carried forward		15,149	75,944	91,093	19,191	134,277	153,468

The Statement of Financial Activities includes all gains and losses in the year and therefore a statement of total recognised gains and losses has not been prepared.
All of the above amounts relate to continuing activities.

Life Connections
(A company limited by guarantee)

Balance sheet
as at 31 December 2020

	Notes	£	2020 £	£	2019 £
Fixed assets					
Tangible assets	13		7,610		9,130
Current assets					
Cash at bank and in hand			84,203	145,059	
			<u>84,203</u>	<u>145,059</u>	
Creditors: amounts falling due within one year	14		<u>(720)</u>	<u>(720)</u>	
Net current assets			83,483	144,339	
Net assets			<u>91,093</u>	<u>153,468</u>	
Funds	15				
Restricted income funds			75,944	134,277	
Unrestricted income funds			15,149	19,191	
Total funds			<u>91,093</u>	<u>153,468</u>	

The Balance Sheet continues on the following page.

Life Connections
(A company limited by guarantee)

Balance sheet (continued)

**Trustees statements required by the Companies Act 2006
for the year ended 31 December 2020**

In approving these financial statements as trustees of the company we hereby confirm:

(a) that for the year stated above the company was entitled to the exemption conferred by section 477 of the Companies Act 2006 ;

(b) that no notice has been deposited at the registered office of the company pursuant to section 476 of the Companies Act 2006 requesting that an audit be conducted for the year ended 31 December 2020.

(c) that we acknowledge our responsibilities for:

(1) ensuring that the company keeps proper accounting records which comply with section 386 of the Companies Act 2006, and

(2) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its profit or loss for the year then ended in accordance with the requirements of sections 394 and 395, and which otherwise comply with the provisions of the Companies Act relating to financial statements, so far as applicable to the company.

These financial statements are prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008).

The financial statements were approved by the board on and signed on its behalf by

Gillian Hazel Simpson
Director

Life Connections
(A company limited by guarantee)

Notes to financial statements
for the year ended 31 December 2020

1. Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and the preceding year.

Basis of accounting

The financial statements are prepared under the historical cost convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Statement of Recommended Practice 'Accounting and Reporting by Charities' issued in March 2005 (SORP 2005) and the Companies Act 2006.

Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes including the charity's shop.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less accumulated depreciation. Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Fixtures, fittings and equipment - 25% reducing balance

Defined contribution pension schemes

The pension costs charged in the financial statements represent the contribution payable by the charity during the year.

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Notes to financial statements
for the year ended 31 December 2020

2. Activities for generating funds

	Unrestricted funds £	Restricted funds £	2020 Total £	2019 Total £
Cafe income	7,925		7,925	40,376
Lincoln Green Income	3,000		3,000	2,000
OOSC Fees	9,609		9,609	21,426
OOSC ATM	11,590		11,590	34,871
OOSC Play Scheme	1,639		1,639	17,944
OOSC Grants	10,237		10,237	10,000
OOSC CJRS Grant income	24,699		24,699	-
Spear Grant		62,607	62,607	175,000
Spear CJRS Grant income		19,571	19,571	-
Spear Fund Raising		1,115	1,115	
Spear Donations		14,797	14,797	11,995
	<u>68,699</u>	<u>98,090</u>	<u>166,789</u>	<u>313,612</u>

3. Other incoming resources

	Unrestricted funds £	Restricted funds £	2020 Total £	2019 Total £
Management income	5,529	-	5,529	-
Management income - OOSC	-		-	5,543
	<u>5,529</u>	<u></u>	<u>5,529</u>	<u>5,543</u>

4. Cost of generating voluntary income

	Unrestricted funds £	Restricted Funds £	2020 Total £	2019 Total £
Cafe	8,855	-	8,855	38,279
Out Of School Club	61,792	-	61,792	65,844
Spear	-	89,013	89,013	27,619
	<u>70,647</u>	<u>89,013</u>	<u>159,660</u>	<u>131,742</u>

Life Connections
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Notes to financial statements
for the year ended 31 December 2020

5. Costs of charitable activities - by fund type

	Unrestricted funds £	Restricted funds £	2020 Total £	2019 Total £
Cafe	162	-	162	757
Out Of School Club	3,434	-	3,434	13,016
Lincoln Green	1,873	-	1,873	2,377
Spear	-	65,257	65,257	25,866
General Administrative Expenses	1,779	1,778	3,557	3,909
	<u>7,248</u>	<u>67,035</u>	<u>74,283</u>	<u>45,925</u>

6. Costs of charitable activities - by activity

	Activities undertaken directly £	Support costs £	2020 Total £	2019 Total £
Cafe	162	-	162	757
Out Of School Club	3,434	-	3,434	13,016
Lincoln Green	1,873	-	1,873	2,377
Spear	65,257	-	65,257	25,866
General Administrative Expenses	-	3,557	3,557	3,909
	<u>71,574</u>	<u>3,303</u>	<u>74,283</u>	<u>45,925</u>

7. Governance costs

	Unrestricted funds £	Restricted funds £	2020 Total £	2019 Total £
Accountancy fees	360	360	720	720
Professional Fees	15	15	30	-
	<u>375</u>	<u>375</u>	<u>750</u>	<u>720</u>

Life Connections
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Notes to financial statements
for the year ended 31 December 2020

8. Analysis of support costs

	£	2020 Total £	2019 Total £
Insurance	708	708	660
Other office expenses	312	312	205
Depreciation and impairment	2,537	2,537	3,044
	<u>3,557</u>	<u>3,557</u>	<u>3,909</u>

9. Net incoming/(outgoing) resources for the year

	2020 £	2019 £
Net incoming/(outgoing) resources is stated after charging:		
Depreciation and other amounts written off tangible fixed assets	<u>2,537</u>	<u>3,044</u>

10. Employees

Employment costs	2020 £	2019 £
Wages and salaries	139,582	98,799
Social security costs	4,634	1,098
Pension costs	3,182	900
Other costs	1,370	386
	<u>148,768</u>	<u>101,183</u>

No employee received emoluments of more than £60,000 (2019: None).

Number of employees

The average monthly numbers of employees (including the trustees) during the year, calculated on the basis of full time equivalents, was as follows:

2020 Number	2019 Number
<u>5</u>	<u>5</u>

Life Connections
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Notes to financial statements
for the year ended 31 December 2020

11. Pension costs

The company operates a defined contribution pension scheme in respect of NEST. The scheme and its assets are held by independent managers. The pension charge represents contributions due from the company and was as follows:

	2020	2019
	£	£
Pension charge	3,182	900

12. Taxation

The charity's activities fall within the exemptions afforded by the provisions of the Income and Corporation Taxes Act 1988. Accordingly, there is no taxation charge in these accounts.

13. Tangible fixed assets

	Fixtures, fittings and equipment	Total
	£	£
Cost		
At 1 January 2019	14,108	14,108
Additions	1,017	1,017
At 31 December 2020	15,125	15,125
Depreciation		
At 1 January 2019	4,978	4,978
Charge for the year	2,537	2,537
At 31 December 2020	7,514	7,514
Net book values		
At 31 December 2020	7,610	7,610
At 31 December 2019	9,130	9,130

14. Creditors: amounts falling due within one year

	2020	2019
	£	£
Accruals and deferred income	720	720

Life Connections
(A company limited by guarantee)

Notes to financial statements
for the year ended 31 December 2020

	Unrestricted funds £	Restricted funds £	Total funds £
15. Analysis of net assets between funds			
Fund balances at 31 December 2020 as represented by:			
Tangible fixed assets	6,763	847	7,610
Current assets	84,203	-	84,203
Current liabilities	(720)	-	(720)
	<u>90,246</u>	<u>847</u>	<u>91,093</u>

	At 1 January 2020 £	Incoming resources £	Outgoing resources £	At 31 December 2020 £
16. Unrestricted funds				
General funds	<u>19,191</u>	<u>74,228</u>	<u>(78,270)</u>	<u>15,149</u>

	At 1 January 2020 £	Incoming resources £	Outgoing resources £	At 31 December 2020 £
17. Restricted funds				
Spear	<u>134,277</u>	<u>98,090</u>	<u>(156,423)</u>	<u>75,944</u>

The balance of £75,944 at the year end has been carried forward to 2021.

18. General commitments

The charitable company had no future financial or capital commitments at 31 December 2020.

19. Company limited by guarantee

Life Connections is a company limited by guarantee and accordingly does not have a share capital.

Every member of the company undertakes to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of its being wound up while he or she is a member, or within one year after he or she ceases to be a member.

Life Connections
(A company limited by guarantee)

Notes to financial statements
for the year ended 31 December 2020

20. Post Balance Sheet Events

In 2021 the Out of School Club reopened after the Easter school holiday with low numbers of children attending due to a combination of the restrictions placed on us as to the number of schools we can open to within government guidelines and changed working patterns for parents. Many parents are working from home, are on furlough or have lost or changed their job during the pandemic.

After considering the projected number of children for September 2021, along with the scaling back of the furlough scheme, it was clear that the club was unviable for the foreseeable future. With reserves already depleted in keeping the club open between March 2020 and July 2021 the difficult decision was taken to permanently close the club from July 2021.

Life Connections
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The following pages do not form part of the statutory accounts.

Life Connections
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Detailed statement of financial activities

For the year ended 31 December 2020

	2020		2019	
	£	£	£	£
Incoming resources				
Incoming resources from generating funds:				
<i>Activities for generating funds</i>				
Cafe income		7,925		40,376
Lincoln Green Income		3,000		2,000
OOSC CJRS Grant Income		24,699		-
OOSC Fees		9,609		21,426
OOSC ATM		11,590		34,871
OOSC Play Scheme		1,639		17,944
OOSC Grants		10,237		10,000
Spear - Grant		62,607		175,000
Spear - Donations		14,797		11,995
Spear – Fundraising events		1,115		-
Spear – CJRS Grant Income		19,571		-
		166,789		313,612
Total incoming resources from generating funds				
		166,789		313,612
Other incoming resources				
CJRS Grant (Refunded to BCC)		3,313		-
Management income - OOSC		2,216		5,543
		5,529		5,543
Total incoming resources				
		172,318		319,155
Resources expended				
Costs of generating funds:				
<i>Cafe</i>				
Cafe - Purchases		3,986		19,524
Salaries & wages		4,055		14,937
Rent		715		-
Payroll Cost		99		-
Management Cost				
				3,818
		8,855		38,279
Out Of School Club				
Staff - Salaries & wages		46,514		56,243
Staff - Employer's NIC		4,634		1,098
Staff - Pension costs		3,182		900
Payroll Costs		1,640		1,267
Management Cost		5,529		5,543
Direct - OOSC Food		293		793
		61,792		65,844

Life Connections
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Detailed statement of financial activities

For the year ended 31 December 2020

<i>Spear</i>			
Staff - Salaries & wages	89,013	27,619	
	89,013	27,619	
Total cost of generating voluntary income	159,660	131,742	
Fundraising trading:			
cost of goods sold and other costs			
Total costs of generating funds	159,660	131,742	

Life Connections
(A company limited by guarantee)

Detailed statement of financial activities

For the year ended 31 December 2020

	2020	2019
	£	£
Charitable activities		
Cafe		
<i>Activities undertaken directly</i>		
Bank Charges	-	538
Equipment Hire General Expenses	162	219
	162	757
Cafe total expenditure	162	757
BCC Out Of School Club		
<i>Activities undertaken directly</i>		
Direct - Establishment - Travelling	1,320	1,541
Direct - Establishment-Repair/renewals	231	49
Direct - Professional - Other	340	220
Direct - Training	-	120
Direct- Office expenses- Other Charges	-	877
Direct - Office expenses - Other	353	926
Direct - Other costs	1,190	8,800
Direct - Other costs	-	483
	3,434	13,016
Out Of School Club total expenditure	3,434	13,016
Lincoln Green		
<i>Activities undertaken directly</i>		
Direct - Establishment - Rent	2,250	2,377
Direct - Establishment - Other	(377)	-
	1,873	2,377
Lincoln Green total expenditure	1,873	2,377
Spear		
<i>Activities undertaken directly</i>		
Direct - Staff - Other	1,370	386
Direct - Other motor & travel expenses	881	1,376
Direct - Office expenses - Other	3,172	2,865
Direct - Other costs	59,230	14,830
Direct - Other costs	514	6,409
	65,257	25,866
Spear total expenditure	65,257	25,866

Life Connections
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Detailed statement of financial activities

For the year ended 31 December 2020

General Administrative Expenses			
Charitable activities - Support	3,557	3,909	
	<u>3,557</u>		<u>3,909</u>
General Administrative Expenses total expenditure	<u>3,557</u>		<u>3,909</u>
Total charitable activity expenditure	<u>74,283</u>		<u>45,925</u>
Governance costs			
<i>Activities undertaken directly</i>			
Professional - Accountancy fees	720	720	
Professional Fees	30	-	
	<u>750</u>		<u>720</u>
Total governance costs	<u>750</u>		<u>720</u>
Net incoming/(outgoing) resources for the year	<u>(62,375)</u>		<u>140,768</u>