

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 Osarojire 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.

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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.

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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

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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

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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.

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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

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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	<u>12,717</u>
Carrying amount	
At 31 December 2024	<u>2,407</u>
At 31 December 2023	<u>3,210</u>

15. Creditors: amounts falling due within one year

	2024 £	2023 £
Accruals and deferred income	<u>2,080</u>	<u>1,624</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 £1,822 (2023: £2,110).

17. Analysis of charitable funds

Unrestricted funds

	At 1 January 2024	Income	Expenditure	At 31 December 2024
	£	£	£	£
General funds	<u>326</u>	<u>562</u>	<u>(562)</u>	<u>326</u>

	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>

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>