

THRIVE YOUTH MINISTRIES

England & Wales · Charity number 1145794

Details

Status Registered

Legal form Trust

Registered 2012-02-08

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

Contact

Address 119 Cubbington Road
Leamington Spa
CV32 7AP

Phone 01926 257118

Email info@thriveym.org.uk

Website www.thriveym.org.uk

Activities

Objects: TO ADVANCE THE CHRISTIAN FAITH AMONG YOUNG PEOPLE IN ENGLAND

Activities: The charity has six main aims:- to build on existing, good youth work- to help churches reach more young people- to train and equip leaders to be effective- to mentor youth ministers and leaders- to run a website for all youth ministry needs- to see more young people come to faith in Jesus

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Religious Activities
- **Who:** Children/young People, The General Public/mankind

Geography

- Coventry City
- Warwickshire

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£240,879	£220,312	-	-
2023-12-31	£225,388	£208,340	-	-
2022-12-31	£204,390	£189,659	-	-
2021-12-31	£135,936	£112,566	-	-
2020-12-31	£97,444	£104,389	-	-

Trustees

Name	Role	Appointed
Rev Kevin David Johnson	Chair	2024-01-18
Cheryl Simon		2025-01-16
Kathryn O'Connor		2025-03-20
Lindsey Selley		2021-07-15
SIMON JOHNSTON ARCHER		2012-02-08
Sam Davis		2017-06-07
Samantha Lee		2024-01-18

THRIVE YOUTH MINISTRIES

England & Wales - Charity number 1145794

Accounts



Report & Accounts
for the year ended 31st December 2024

THRIVE YOUTH MINISTRIES

for the year 1st January - 31st December 2024

Reference and Administration Details

Registered charity number	1145794
Charity's registered address	119 Cubbington Road Leamington Spa Warwickshire CV32 7AP
Charity's office address	Thrive Youth Ministries Office c/o Whitnash Methodist Church Murcott Road East Leamington Spa CV31 2JJ
Trustees	Andrew Fulcher Chair (resigned from board 18/01/24) Kevin Johnson Chair (appointed 18/01/24) Simon Archer Treasurer (until 18/01/24, remains on board) Lindsey Selley Treasurer (appointed 18/01/24) Susannah Solt Secretary Samuel Davis Safeguarding Lead Ian Derbyshire (resigned 21/11/24) Samantha Lee (appointed 21/03/24)
Chief Executive	Andy Castle
Staff members	Fiona Stutton James Yates Ryan McNair Rosemary Pauling (left 15/3/24) Marvin Vogel (started 27/08/24, left 01/09/24)
Independent Examiner	Blessing Simango 25 Myton Crofts Leamington Spa CV31 3NZ
Bankers	CAF Bank Ltd 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document Deed of Trust adopted on 14th November 2011

How the charity is constituted Trust

Governance/Structure

The Board of Trustees meets up to six times per year for business meetings. The day to day running of the charity is handled by the Chief Executive.

The Board have four sub-committees (teams), which assist the CEO with the oversight and development of the charity. These teams are:

- Finance - Safeguarding
- Human Resources - Fundraising & Supporter Relations

The Board of Trustees have given their approval to policies, procedures and guidelines, which are applied within Thrive Youth Ministries' (more commonly referred to in this report as Thrive) daily activities.

The charity has the following policies in place:

- Safeguarding
- Health & Safety
- Equality
- Standards for events
- Youth Work
- Expenses & Pension
- Conflict of Interest
- Privacy
- Data Protection
- Disciplinary policy & procedure
- Maternity

Regular meetings of the Board of Trustees allow all Trustees to keep up to date with the development of the charity and in between meetings, any matters arising are shared by email or phone conversation, or at a fortnightly prayer meeting.

Meetings are scheduled for every other calendar month, with an expectation of a minimum of three meetings per year with an additional annual vision and prayer day, where possible. In

2024, the trustees met six times formally, plus a vision & prayer day with the staff on Saturday 6th July. Each of the teams met at least once.

Our core values are:

- Courageous dependence on the Spirit
- Making a Kingdom difference
- Dynamic & life-giving
- Purposefully encouraging and building others up
- Extravagant generosity

An Enhanced Disclosure from the Disclosure and Barring Service (DBS) is obtained prior to commencement of employment or trusteeship, with a renewal after every three years. We also ensure that all volunteers working with Thrive have a current DBS check in place.

All trustees give their time voluntarily and receive no remuneration or other benefits.

Thrive Youth Ministries is a local mission partner of Scripture Union.

Recruitment of Trustees

New Trustees are identified through connections made with individuals in the course of Thrive's activities. Exploratory conversations occur and if the time/skills of the individual and the needs of the Board align, the person considering a trustee role is invited to meet other trustees at a meeting, where they have the opportunity to ask further questions and introduce themselves. If a synergy is identified, the person is invited to become a Trustee based upon the voting of existing Trustees.

OBJECTIVES AND ACTIVITIES

Objects of the charity: To advance the Christian faith among young people in England, as set out in our Deed of Trust.

Summary of Main Activities Undertaken for the Public Benefit in Relation to These Objects

In planning the activities of Thrive, the Trustees have given consideration to the guidance on public benefit issued by the Charity Commission in September 2013. Thrive aims to fulfil its vision as shown above and in so doing, serve the local and wider communities who connect with Thrive.

Thrive's vision is to see every church within its area of operation with a thriving youth ministry of some kind. Our area is defined as Warwickshire and Coventry. With our office in Leamington Spa, it means we can reach anywhere within an approximate drive of 30 minutes, therefore keeping our work local.

We recognise that for Thrive's vision to be realised, Thrive also needs to help churches with their children's ministry as if this is weak, it is much harder for there to be the possibility of a strong youth ministry. As a result, we work with churches to develop all ministries reaching under 18s.

Our primary means for fulfilling our vision is by focusing on three priorities:

1. Mobilising the Church

We offer to walk alongside churches as they look to develop their youth and children's work. We offer resources to help them review their attitudes to young people as well as offering advice on how to improve their delivery of youth work.

We have developed a step by step process to help churches create a youth ministry fit for the new century, and with a hands-on approach from Thrive. We have two Youth Mission Enablers who provide churches with the expertise and knowledge to lead them through the process.

2. Enabling healthy youth & children's leaders

We provide regular one-to-one mentoring for youth and children's leaders, both volunteers and employed staff. This helps leaders to feel valued, understood and supported in their ministry. It enables them to grow and develop as leaders as well as in their ministries. We

believe mentoring is an essential element for a leader if they are to be resilient and have longevity in their position.

We hold both open training events and closed events, specifically at the request of a particular church. Training enables people to come together and to discuss new ideas and encourages greater creativity and dependence on God.

Our website is an effective means of communicating with a lot of people in one go. Our leadership blog is popular, as is our increasing bank of useful web links. The website is used by a large number of people regularly. We also have a popular weekly podcast and YouTube video called, 'The Heart of a Youth Leader'.

3. Investing in the next generation

Thrive only wants to do what the local church on its own is unable to deliver. So we run leadership courses for Christian young people, enabling individual churches to each send one or two young people to participate. We also oversee area-wide youth and children's events.

ACHIEVEMENTS AND PERFORMANCE

2024 was a positive year for Thrive, as the work progressed and the team were able to grow in their confidence and reach.

At the start of 2024 Thrive took over the day to day management and delivery of the Warwick Youth Bus, colloquially known as the 'Thrive Bus'. This is a partnership with the Anglican Churches of Warwick and King Henry VIII Foundation. This has been an exciting, yet challenging, project to get off the ground but we were confident that Thrive should take on this responsibility, not least because James Yates, one of Thrive's Youth Mission Enablers, has significant experience in the past of driving coaches! It felt like God was preparing us to be able to deliver this project for the churches and see young people reached with the Gospel.

Following a rebrand at the start of the year, we recruited volunteers from the churches in Warwick and started to take the bus out from the summer term. In total it went out 54 times to 10 different locations across Warwick, with additional visits to St Mary's Church Leamington, St Paul's Church Leamington and to the King's Lodge in Nuneaton with YWAM. The bus had its doors open for 130 hours, welcoming 948 visits by young people in Warwick alone, supported by 41 local volunteers.

Through our Manifesto for 21st Century Youthwork, Thrive has supported 20 churches to take bold, creative steps in reaching and discipling young people in their communities. This has included the launch of new youth groups, evangelistic events like “Golden Ticket” reunions and Year 7 cafés, and the use of Thrive’s Bus to connect with young people after school. Churches have responded with energy and innovation—hosting football and pizza nights, starting youth homegroups, and developing initiatives like The Lounge and Milkshake Club to encourage faith exploration, Bible study, and peer evangelism.

Several churches have made first-time connections with young people through hot chocolate giveaways, ice cream stalls, and pop-up sports events in high-footfall areas. Others have built on school partnerships to develop regular youth ministry, with one church celebrating baptisms, including one young person following their encounter with God at a Thrive event.

Across all these initiatives, churches have been equipped to move from intention to action, reaching new young people and helping them take steps toward faith and discipleship.

Our annual Basecamp youth weekend was our biggest to date, welcoming groups from 16 churches, totalling 150 people. One young person, Hannah, told us: “It was so much fun, and I enjoyed meeting people from so many different churches.”

The theme for the weekend was ‘What Was I Made For?’, taken from the song title of the same name by Billie Eilish, from the Barbie movie soundtrack. It enabled us to explore issues of identity and self-esteem, and to seek God for his plan for each of us.

We also had lots of fun, including a ‘Basecamp does TaskMaster’ evening led by our young leaders team, made up of teenagers who have completed Thrive’s Youth Growing Leaders programme in the past. It was an encouragement to see them putting what they had learnt on the course into action and seeing them continue to be intentional in their walk with Jesus.

Our weekend reunion event in September, known as Base, saw 140 young people gather together at New Life Church in Warwick. Starting with hotdogs and a UV party, we then moved into worship and used prayer stations to help us engage with God as we prayed for each other, our schools and our communities.

In April, Thrive Juniors brought together over 160 children, alongside leaders and young people, from 16 different churches, for a spirited and vibrant worship event hosted at All Saints Church, Emscote.

The celebration kicked off to energetic “Just Dance” music before transitioning into heartfelt worship, all centred around the theme of fixing one’s eyes on Jesus and persevering in faith.

What made the event especially inspiring was the active involvement of 20 young leaders, many of whom had progressed through Thrive’s Youth Growing Leaders course. Young people such as Dan and Mim played key roles—they co-hosted the afternoon, shared testimonies, led worship, and even choreographed and performed a drama piece, earning spontaneous applause from the crowd. Their leadership not only enriched the event but also showcased how earlier equipping through Thrive is bearing fruit, enabling young people to shine as confident, Spirit-filled leaders.

‘It was a joyous occasion and so good for all of the children to see that they belong to a much bigger Church than just their own patch. It was so good too to see All Saint’s (Church) being used to its fuller potential – I loved the theatrical set up in the main space and the way the young people were involved with the music and much more. A lot of work went into it from the Thrive Team and I could see that there was an amazing back up team too. Inspirational.’
– Rev Diane Thompson, vicar at All Saints Church, Emscote

‘Well done everyone. The puppets were a highlight as ever! I wish I could have bottled the enthralled expressions of some of our kids.’ Rachel Budd – leader at Heathcote Parish Church

2024 saw the end of one Youth Growing Leaders Programme and the start of the next. The end of the 23/24 programme had eight young people coming from six local churches. Upon finishing the course one participant commented, “I’m better as a leader now. I’m rooted deeper in Christ ... and I feel closer to God as a result of this course.”

The new programme at the end of 2024, had 12 young people from seven churches and concludes in April 2025.

James Yates led our Worship course again, with help from three volunteer leaders, including two Youth Growing Leaders’ alumni! James writes, “The worship course was a success with 10 young people. It was encouraging to see members of the group involved throughout the year. Seeing young people grow in their skills and understanding of worship is always a privilege.”

We continued to support youth, children & family workers throughout the year. As well as our regular mentoring and local networks, we also hosted three training and retreat days for the Heart of England Baptist Association. Each of the days had a three-prong focus: to connect with God, to be inspired for our ministries and to network with like-minded people. We had very encouraging comments at the end of each day from the participants who travelled from

across HEBA's area of Herefordshire, Shropshire, Staffordshire, the Black Country, Birmingham, Coventry, Warwickshire and Worcestershire.

Andy continues to record his regular weekly podcast, 'The Heart of a Youth Leader', short ten-minute episodes to inspire listeners to keep their eyes fixed on Jesus, and to encourage youth and children's leaders to be investing in their own spiritual walk, and not just that of those they lead. Each episode is usually downloaded 25-30 times at least, with additional viewing on Thrive's YouTube channel. Whilst numbers are not huge, this is a fantastic opportunity to invest in 30 leaders each week.

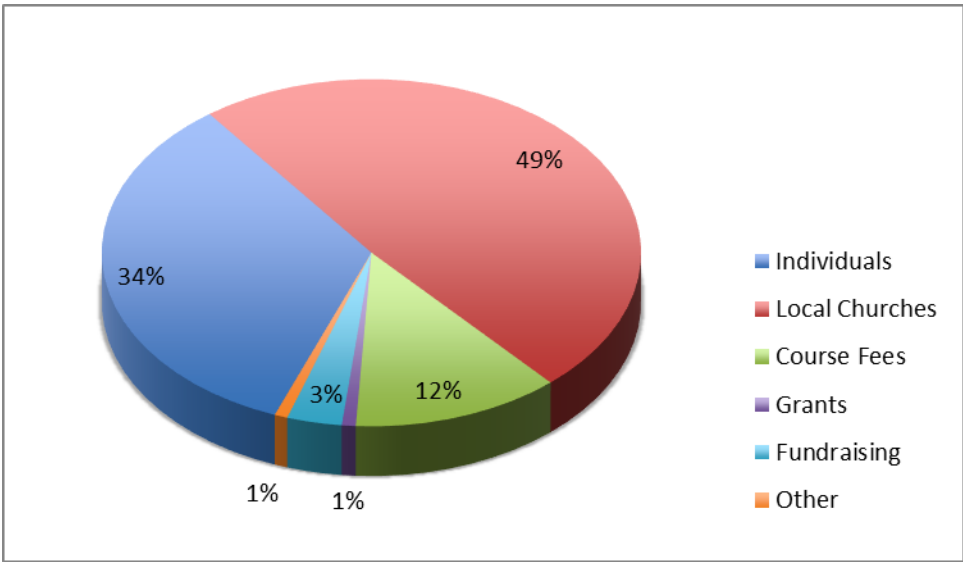
We continued to develop our Transitions Initiative, helping churches to get alongside their local primary school and those pupils in Year 6, as they prepare to move to secondary school in the autumn. We worked with 8 churches. They did leaving events in the summer and then held reunion events in the autumn, to maintain the contact with both the church and their friends from their primary school. So far, we have seen at least three new youth groups established using this model.

As we look back on the year, it is with satisfaction at the progress that has been made in so many different areas; the joy of new initiatives taking root and churches reaching more children and young people. We are so grateful for the wide support that we have received and the privilege of being able to speak into the lives of so many different people, and to hopefully be a blessing to local churches, all seeking to proclaim the Good News of Jesus and further His Kingdom.

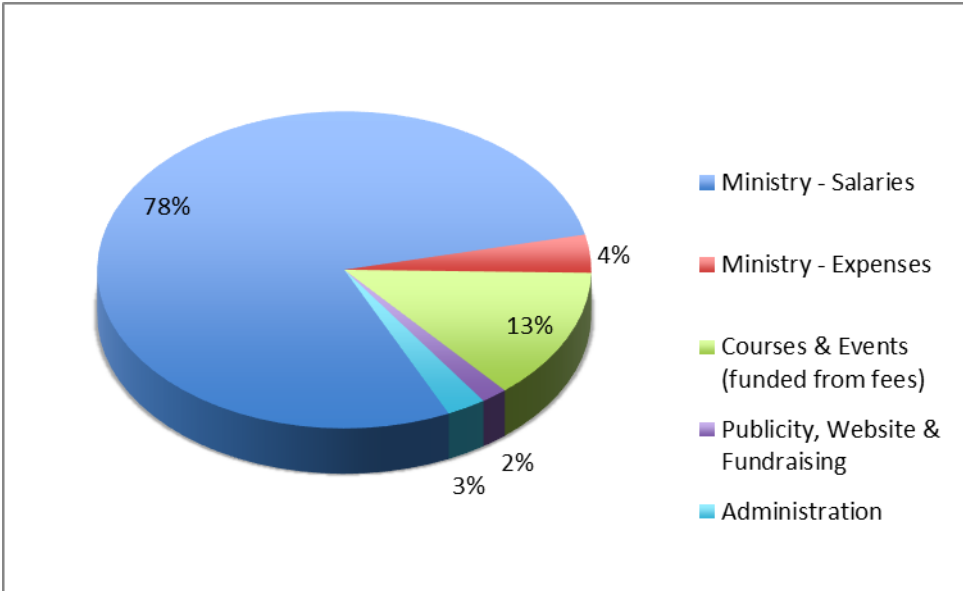
FINANCIAL REVIEW

The detailed finances of Thrive Youth Ministries are reflected in the financial statements which follow on later pages with the associated notes. This review serves as a summary.

Total receipts for the year were £240,879, an increase of over 6% from last year (£225,388). This is due to the continued support of major donors such as the King Henry VIII fund and includes the impact of the various courses and events which have been run throughout the year. Receipts from donations and grants were £208,927, an increase of 4% from last year (£200,820). These gifts, which represent the generosity of both individual and local churches, have where possible been further supported by Gift Aid. Donations were supplemented this year with grant funding from Deo Gloria which contributed to the running and further growth of Thrive and with some successful local fund raising initiatives, for example "Boats & BBQ" and "Kayak across the County". For all the gifts both large and small the trustees extend their gratitude both to the givers and to our God the provider.



In the pursuit of the vision set out above, Thrive Youth Ministries has expended £220,312 this year, an increase of £11,972 from 2023. At £181,212 (£182,689), the cost of salaries, pensions, national insurance and expenses were the majority of this expenditure. Salaries were increased generally in line with inflation though the departure of one member of staff mid-year mitigated the impact of the salary increase. The trustees continue to believe that they should seek to be generous in the remuneration of staff to reflect the generosity of God’s grace to Thrive Youth Ministries. The trustees also recognise that increase staff numbers will be required to deliver the vision given to Thrive and continue to plan accordingly.



With a full year of an expanding programme of courses and events, the income and costs associated with these have continued to increase. Thrive Youth Ministries continues to set course fees to cover all costs, but we are conscious that as venue rates increase this will place increasing pressure on those churches and parents who pay these fees.

The net result for the year 2024 was a surplus of receipts over payments of £20,567 which is an encouragement to the trustees that God's provision for the expanding work of Thrive is continuing. When the 2024 surplus is added to bank and deposit balances brought forward from 2023 the Net Assets at the end of December 2024 totalled £105,623. Other Monetary Funds and Liabilities have been recorded and accrued to December 2024 and so are included in this figure.

As Thrive Youth Ministries ends 2024 with this healthy balance the trustees must continue to look to God as the sole provider for Thrive and for His leading of the ministry into 2025 and beyond. The basic budget set for 2025, excluding interest, course costs and fees, requires receipts of c.£228,000 to deliver nil deficit in the year, so the trustees and staff again step out in faith that He will continue to support the work. The trustees continue to be aware of the need to further extend a regular giving donor base and to make applications for grant funding when appropriate, the development of the fundraising strategy for Thrive Youth Ministries remains focused on these.

Reserves Policy

It is the policy of Thrive Youth Ministries to maintain a balance of funds which equates to at least three months payments, in 2025 this is c. £57,500 and the balance held at the end 2024 exceeds this target. It is also the policy of Thrive Youth Ministries that if the cash balance at the end of any month reduces below £25,000 the Treasurer informs all trustees.

RISK STATEMENT

The Trustees and Chief Executive have reviewed the risks to which a small charity operating with few employees and a larger volunteer base is exposed. Appropriate general and public liability insurance has been obtained. Operational risks associated with the ministry activities and the holding of events have been reviewed and appropriate guidelines and policies agreed to ensure that any risk is minimised.

Approval

This report was approved by the Trustees on Thursday 18th September 2025 and signed on their behalf by:

Kevin Johnson - Chair of Trustees

		Unrestricted Funds		Restricted Funds	Total	Total
		Undesig.	Desig.		2024	2023
RECEIPTS AND PAYMENTS ACCOUNT						
Receipts						
Donations, Legacies & Grants						
	4.	117,322	-	-	117,322	84,886
		53,462	-	-	53,462	69,295
		9,391	-	-	9,391	12,600
	5.	2,000	-	-	2,000	12,620
	6.	7,935	-	-	7,935	4,483
		18,818	-	-	18,818	16,936
	4.	208,927	-	-	208,927	200,820
	10.	30,066	-	-	30,066	23,119
		1,886	-	-	1,886	1,200
		-	-	-	-	249
Total Receipts		240,879	-	-	240,879	225,388
Payments						
Ministry Payments						
		149,775	-	-	149,775	151,961
		11,109	-	-	11,109	9,708
		11,781	-	-	11,781	12,165
		8,546	-	-	8,546	8,855
	7.	181,212	-	-	181,212	182,689
Operational Running Costs						
		3,380	-	-	3,380	3,150
		2,500	-	-	2,500	2,969
		1,309	-	-	1,309	1,615
		591	-	-	591	143
		7,779	-	-	7,779	7,878
Management & Administration						
		806	-	-	806	609
		546	-	-	546	356
		364	-	-	364	145
	8.	-	-	-	-	-
		-	-	-	-	-
		1,716	-	-	1,716	1,110
	10.	29,605	-	-	29,605	16,663
	6.	-	-	-	-	-
Total Payments		220,312	-	-	220,312	208,340
Net of Receipts/(Payments)		20,567	-	-	20,567	17,048
		3,125	-	(3,125)	-	-
		23,692	-	(3,125)	20,567	17,048
		81,710	-	3,346	85,056	68,008
	9.	105,403	-	220	105,623	85,056

STATEMENT OF ASSETS AND LIABILITIES

Cash Funds						
		12,758	-	220	12,979	14,645
		95,513	-	-	95,513	70,411
		108,271	-	220	108,491	85,056
Other Monetary Funds						
		325	-	-	325	10
		5,359	-	-	5,359	4,429
	11.	5,684	-	-	5,684	4,439
Investment Assets						
	2.	-	-	-	-	-
Assets retained for use						
	3.	-	-	-	-	-
Liabilities						
		5,149	-	-	5,149	4,470
		3,403	-	-	3,403	3,735
	11.	8,552	-	-	8,552	8,205
Net Assets		105,403	-	220	105,623	

The accounts and statement of assets and liabilities set out above, with the notes on the following page, relating to the year

Kevin Johnson, Chair

Simon Archer, Interim Treasurer

Date

Date

INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS

Report to the Trustees of Thrive Youth Ministries, charity number 1145794.

On accounts for the year ended 31st December 2024, set out on page 12.

Respective Responsibilities of Trustees and Examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities 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 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 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:

- 1) which gives me reasonable cause to believe that, in any material respect, the requirements:
 - to keep accounting records in accordance with section 130 of the Charities Act;
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met; or
- 2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Date: _____

Blessing Simango
25 Myton Crofts
Leamington Spa
CV31 3NZ

Financial Statements for year ending 31st December 2024

Notes

1. These accounts have been prepared on a 'receipts and payments' basis in accordance with Section 133 of the Charities Act 2011.
2. Thrive Youth Ministries has no investment assets other than a short term CAF Gold account.
3. Thrive Youth Ministries has no fixed assets retained for use other than low value IT equipment.
4. Donations from local churches have risen by £32,436 from £84,886 in 2023 to £117,322 in 2024, a substantial change. A large contribution from a group of churches in Warwick (via the King Henry VIII fund) to the Youth Mission Enabler programme and to the Thrive Bus project accounts for a significant portion of this with support also coming from other churches which benefit from this work. Giving by individuals has fallen from £81,895 in 2023 to £62,853 in 2024, with Gift Aid recovery moving generally in line with this. The total General Fund giving has grown from £194,820 in 2023 to £208,735, an increase of 7%.
5. Grants have been received from the organisations below in 2024.
Deo Gloria £ 2,000 one off gift for general funding.
6. Local fundraising included a "Boats & BBQ" event hosted at the Warwick Boat Centre and sponsorship raised for the "Kayak Across the County" challenge taken by Andy and Dan Castle.
7. Ministry payments increased generally in line with inflation in January 2024. One member of staff resigned at end March 2024, with a new recruit joining for a brief period from September.
8. No voluntary contribution was made to Scripture Union in 2024, and the mutual benefit of this relationship is under review.
9. Analysis of movements in fund balances is given below.

	Balance B/fwd.	Receipts	Payments	Transfer	Balance C/fwd.
Undesignated					
General Fund	70,020		189,657	3,125	94,463
		210,976			
Events Fund	60	2,382	745	-	1,697
Base Camp Fund	11,631	27,521	29,910	-	9,243
	81,711		220,312	3,125	
		240,879			105,403
Restricted					
Children's Worker Fund	1,240	-	-	(1,240)	-
Youth Mission Enabler Fund	1,885	-	-	(1,885)	-
Puppet Team Fund	220	-	-	-	220
	3,345	-	-	(3,125)	220

The Events Fund represents accumulated fee receipts for attendance on residential retreats, courses and youth events which are used, in the first instance, to cover the costs of these events. To increase granularity of reporting the funds collected and expended for the Base Camp Youth Weekend (see note 10) have been disaggregated from the Events Fund for 2024 and 2025.

The Children's Worker Fund, Youth Mission Enabler Fund have previously captured the costs of our Children's Worker, our two Mission Enablers with positive balances is maintained by supplementing from the General Fund. A change in accounting software allows this data to be collected otherwise so practice has been discontinued with surplus funds transferred back to the General fund.

10. Thrive Youth Ministries ran a youth weekend in January 2025 with receipts and payments for the youth weekend spanning between 2024 and 2025. A summary of these receipts and payments is given below. Also shown are details of a similar event run in January 2024, these do not form part of these accounts and are for comparison only.

	Receipts	Payments
Thrive Youth Weekend 2024	19,790	18,832
Thrive Youth Weekend 2025	27,511	25,437

11. Other Monetary Funds and Liabilities have been recorded and accrued to December 2024 to determine the Net Assets. Gift Aid recoverable in January 2025 includes Gift Aid claims for January to March 2024 and December 2024.

THRIVE YOUTH MINISTRIES

England & Wales - Charity number 1145794

Accounts



Report & Accounts
for the year ended 31st December 2023

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for the year 1st January - 31st December 2023

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Thrive Youth Ministries is a local mission partner of Scripture Union.

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New Trustees are identified through connections made with individuals in the course of Thrive's activities. Exploratory conversations occur and if the time/skills of the individual and the needs of the Board align, the person considering a trustee role is invited to meet other trustees at a meeting, where they have the opportunity to ask further questions and introduce themselves. If a synergy is identified, the person is invited to become a Trustee based upon the voting of existing Trustees.

OBJECTIVES AND ACTIVITIES

Objects of the charity: To advance the Christian faith among young people in England, as set out in our Deed of Trust.

Summary of Main Activities Undertaken for the Public Benefit in Relation to These Objects

In planning the activities of Thrive, the Trustees have given consideration to the guidance on public benefit issued by the Charity Commission in September 2013. Thrive aims to fulfil its vision as shown above and in so doing, serve the local and wider communities who connect with Thrive.

Thrive's vision is to see every church within its area of operation with a thriving youth ministry of some kind. Our area is defined as Warwickshire and Coventry. With our office in Leamington Spa, it means we can reach anywhere within an approximate drive of 30 minutes, therefore keeping our work local.

We recognised that for Thrive's vision to be realised, Thrive also needs to help churches with their children's ministry as if this is weak, it is much harder for there to be the possibility of a strong youth ministry. As a result, we work with churches to develop all ministries reaching under 18s.

Our primary means for fulfilling our objectives are by:

1. Mentoring

We provide regular one-to-one mentoring for youth and children's leaders, both volunteers and employed staff. This helps leaders to feel valued, understood and supported in their ministry. It enables them to grow and develop as leaders as well as in their ministries. We believe mentoring is an essential element for a leader if they are to be resilient and have longevity in their position.

2. Consultancy

We offer to walk alongside churches as they look to develop their youth and children's work. We offer resources to help them review their attitudes to young people as well as offering advice on how to improve their delivery of youth work.

3. Training

We hold both open training events and closed events, specifically at the request of a particular church. Training enables people to come together and to discuss new ideas and encourages greater creativity and dependence on God.

4. Investing in area-wide youth ministry

Thrive only wants to do what the local church on its own is unable to deliver. So we run leadership courses for Christian young people, enabling individual churches to each send one or two young people to participate. We also oversee area-wide youth and children's events.

5. Website

Our website is an effective means of communicating with a lot of people in one go. Our leadership blog is popular, as is our increasing bank of useful web links. The website is used by a large number of people regularly. We also have a popular weekly podcast and YouTube video called, 'The Heart of a Youth Leader'.

6. Thrive's Manifesto for 21st Century Youthwork

We have developed a step by step process to help churches create a youth ministry fit for the new century, and with a hands-on approach from Thrive. We have two Youth Mission Enablers who provide churches with the expertise and knowledge to lead them through the process.

ACHIEVEMENTS AND PERFORMANCE

2023 was a year of rooting down. Our fledgling initiative, 'Manifesto for 21st Century Youthwork' was properly established, with 10 churches engaging with it and reaching over 150 young people, who would otherwise have had no contact with a local church. Our regular support and mentoring of youth and children's workers helped develop ministries across the region and our engagement with wider projects has enabled more churches to start new initiatives to reach out and disciple children and young people.

Over the course of 2023, the Thrive team worked alongside more than 60 churches from across Warwickshire and Coventry, inspiring nearly 500 adults to fully engage with youth ministry through our church visits and preaching, as well as offering training and advice. Thrive's staff team worked directly with 140 young people on average each month and over 130 children, both through their hands-on support of church projects and through Thrive gatherings.

"If it wasn't for Thrive then one of our most successful ministries in terms of reaching people outside the church simply wouldn't exist."

Rev. Phil Price, Priest-in-charge, Draycote & Leam Benefice

We started working with Phil in 2022 by helping his church to work alongside their local primary school. In 2023, we had the opportunity to help lead some celebrations for the students in year 6, as they prepared to move on to secondary school.

We helped them to engage the students and to think through what moving to secondary school might be like; considering their emotions, feelings and hopes. This tight-knit school

year were about to move to different schools and be scattered. We helped the church to host a reunion gathering in the first term of secondary school, where the former year 6-ers could regroup with their old friends to find out how each was adjusting to the transition. From this gathering, a new youth group has started to meet regularly and has grown so much that they had to move from the confines of the church building to the local community centre!

This is just one story of many that we could share with you to demonstrate the impact that Thrive is having across Warwickshire & Coventry. In fact, we helped 5 other churches to do similar activities with those moving from primary to secondary school, and we have helped establish a number of now permanent youth groups.

After three long years of not being able to gather together for Basecamp, due to the pandemic, it was wonderful to meet again in February. Youth leaders from 12 different churches brought over 90 young people together to have fun, worship and deepen friendships.

Feedback from one of the youth leaders, Lizzie Russell, was that Basecamp was *'amazing, so great. It's really helped with friendships in our youth group. And for my relationship with the young people too. I feel like I know them much better as a result of the weekend.'*

Similarly, it was encouraging to see Thrive Juniors go from strength to strength, engaging 14 churches, with 32 leaders bringing 67 children as well as 19 teenagers, in a young leaders capacity. Thrive's Children Ministry Adviser, Fiona Stutton, said, *'My ultimate highlight of Thrive Juniors was seeing so many leaders from a great number of our local churches commit to bringing their children and get excited about worshipping God. I loved seeing the children singing, clapping and dancing during our final song and going out with such a buzz. I also valued the young people fully participating and leading our children in worship, drama, puppets and generally having their presence and enthusiasm shine through the afternoon. It was a joy to run the event and I can't wait for the next one!'*

In September, we held our Base BBQ. This is a chance at the start of the school year for youth groups to gather together, build friendships and to worship Jesus. 17 different churches brought their youth groups at St Paul's Church in Warwick, coming from all across our region of Warwickshire and Coventry. We were grateful to have Dave Boyle, centre director of Kenilworth Youth for Christ, join us and bring the message from Colossians 3:2, 'set your minds on things above, not on earthly things.'

Our first post-Covid Youth Growing Leaders course finished in April with 10 young people coming from 6 local churches, successfully completing the training. In September, Ryan McNair (one of Thrive's Youth Mission Enablers) took over the leadership of this course from our CEO, Andy Castle, to host the next programme, gathering 8 young people from 5 different churches. This concluded in April'24.

Thrive facilitated a steering group for the Anglican churches in Warwick, as they looked to work with The Message Trust, using a newly converted double decker bus, going out as a mobile youth centre. The partnership between the churches and The Message came to an end

in December'23. Thrive has been asked to take on the primary responsibility for the ongoing development and delivery of the bus project into 2024 and for the years ahead.

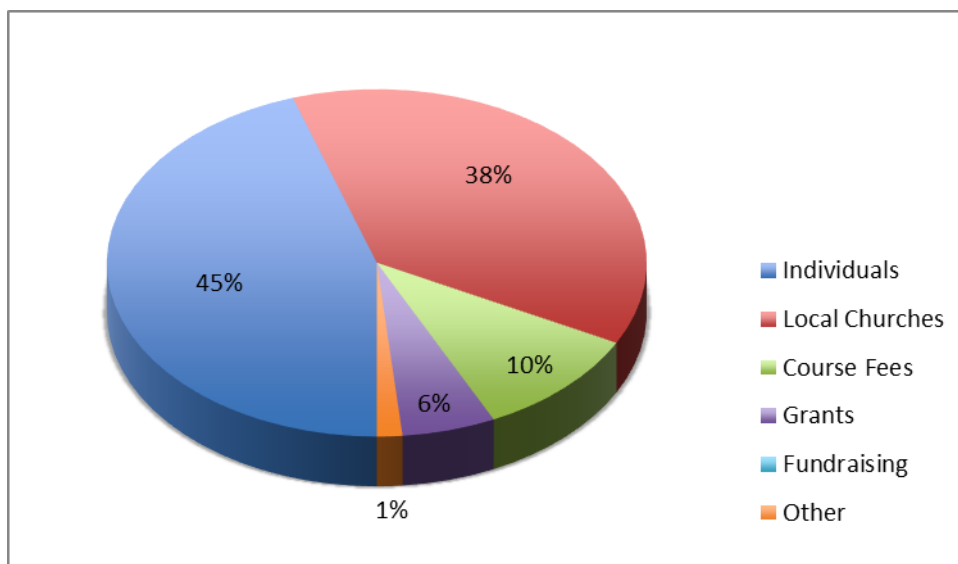
Andy continues to record his regular weekly podcast, 'The Heart of a Youth Leader', short ten-minute episodes to inspire listeners to keep their eyes fixed on Jesus, and to encourage youth and children's leaders to be investing in their own spiritual walk, and not just that of those they lead. Each episode is usually downloaded 25-30 times at least, with additional viewing on Thrive's YouTube channel. Whilst numbers are not huge, this is a fantastic opportunity to invest in 30 leaders each week.

As we look back on the year, it is with satisfaction at the progress that has been made in so many different areas; the joy of new initiatives combined with the new sense of appreciation for the different gatherings being finally able to be staged. We are so grateful for the wide support that we have received and the privilege of being able to speak into the lives of so many different people, and to hopefully be a blessing to local churches, all seeking to proclaim the Good News of Jesus and further His Kingdom.

FINANCIAL REVIEW

The detailed finances of Thrive Youth Ministries are reflected in the financial statements which follow on later pages with the associated notes. This review serves as a summary.

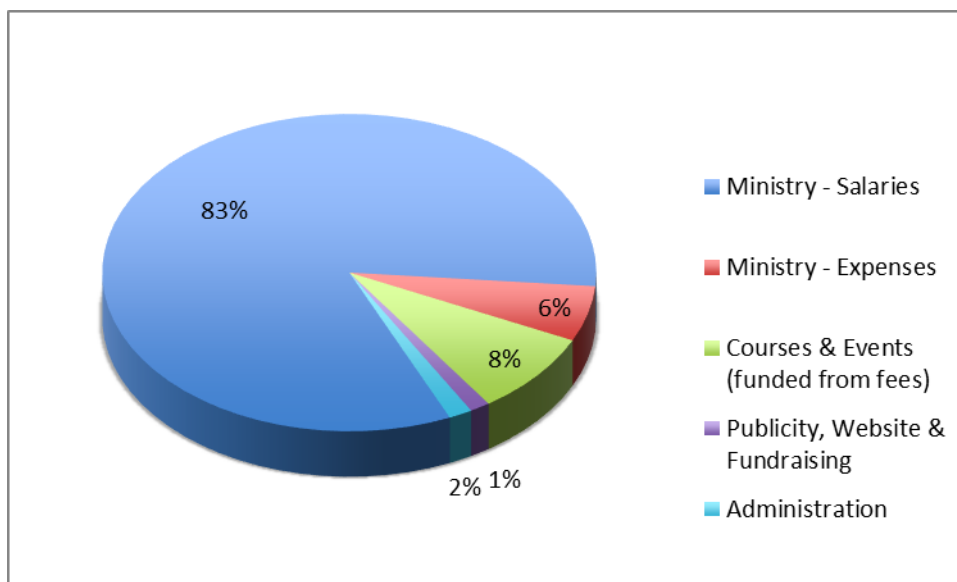
Total receipts for the year were £225,388, an increase of 10% from last year (£204,390). This is due to the continued support of major donors such as the King Henry fund and includes the impact of the various courses and events which have been run throughout the year. Receipts from donations and grants were £200,820, an increase of 6% from last year (£190,154). These gifts, which represent the generosity of both individuals and local churches, have where possible, been further supported by Gift Aid. Donations were supplemented this year with grant funding from the Hinchley Trust who continue to support the Youth Mission Enabler programme and Scripture Union who contributed to the delivering of their Revealing Jesus initiative. For all the gifts both large and small the trustees extend their gratitude both to the givers and to our God the provider.



In the pursuit of the vision set out above Thrive Youth Ministries has expended £208,340 this year, a substantial increase of £18,681 from 2022. At £185,680 (£174,184), the cost of salaries, pensions, national insurance and expenses were the majority of this expenditure with the increase from 2022 being the impact of increases generally in line with inflation. Increases were moderated in view of the salary increases that were accelerated from January 2023 to July 2022. The trustees continue to believe that they should seek to be as generous as possible in the remuneration of staff to reflect the generosity of God’s grace to Thrive Youth Ministries. This generosity is balanced by a recognition of the financial pressures on our donors and so salary increases approved for 2024 are slightly below peak inflation rates.

With a full year of an expanding programme of courses and events, the income and costs associated with these have continued to increase. Thrive Youth Ministries continue to set course fees to cover all costs but we are conscious that as venue rates increase this will place increasing pressure on those churches and parents who pay these fees.

The net result for the year 2023 was a surplus of receipts over payments of £17,048 which is an encouragement to the trustees that God’s provision for the Youth Mission Enabler programme is continuing. When the 2023 surplus is added to bank and deposit balances brought forward from 2022 the balance carried forward at the end of December 2023 totalled £85,056. If outstanding receipts and liabilities are included the balance is adjusted to £81,290.



As Thrive Youth Ministries ends 2023 with this healthy balance the trustees must continue to look to God as the sole provider for Thrive and for His leading of the ministry into 2024 and beyond. The basic budget set for 2024, excluding course costs and fees, requires receipts of c.£210,250 to deliver nil deficit in the year, so the trustees and staff again step out in faith that He will continue to support the work. The trustees continue to be aware of the need to further extend a regular giving donor base and to make applications for grant

funding when appropriate, the development of the fundraising strategy for Thrive Youth Ministries remains focused on these.

Reserves Policy

It is the policy of Thrive Youth Ministries to maintain a balance of funds which equates to at least three months payments, in 2024 this is c. £56,000 and the balance held at the end 2023 exceeds this target. It is also the policy of Thrive Youth Ministries that if the cash balance at the end of any month reduces below £2,000 the Treasurer informs all trustees.

Risk Statement

The Trustees and Chief Executive have reviewed the risks to which a small charity operating with few employees and a larger volunteer base is exposed. Appropriate general and public liability insurance has been obtained. Operational risks associated with the ministry activities and the holding of events have been reviewed and appropriate guidelines and policies agreed to ensure that any risk is minimised.

Approval

This report was approved by the Trustees on 16th May 2024 and signed on their behalf by:

Kevin Johnson - Chair of Trustees

Thrive Youth Ministries

Financial Statements for year ending 31 December 2023

		Unrestricted Funds Undesig.	Desig.	Restricted Funds	Total 2023	Total 2022
RECEIPTS AND PAYMENTS ACCOUNT						
Receipts						
Donations, Legacies & Grants						
Local Churches	4.	84,886	-	-	84,886	96,992
Grants	5.	6,620	-	6,000	12,620	9,620
Individuals (gift aided)		71,828	-	-	71,828	60,664
Individuals (non-gift aided)		12,570	-	-	12,570	7,451
Income Tax Recovered		16,936	-	-	16,936	15,427
Local Fundraising	6.	1,980	-	-	1,980	-
Total Donations, Legacies & Grants	4.	194,820	-	6,000	200,820	190,154
Course Fees	11.	23,119	-	-	23,119	13,955
Interest Received		1,200	-	-	1,200	225
Other		249	-	-	249	56
Total Receipts		219,388	-	6,000	225,388	204,390
Payments						
Ministry Payments						
Ministry - Salaries and NI		63,487	-	97,256	160,743	153,313
Ministry - Pension Contributions		4,993	-	8,097	13,090	12,463
Ministry - Expenses		5,840	-	5,249	11,089	8,408
Total Ministry Payments	7.	74,320	-	110,602	184,922	174,184
Administration Payments						
Office Overheads		1,440	-	-	1,440	405
Post & Stationery		1,403	-	37	1,440	579
Publicity & Website (VM)		1,325	-	-	1,325	453
Insurance		319	-	-	319	358
Scripture Union	8.	-	-	-	-	3,000
Other Fees	9.	1,330	-	-	1,330	775
Total Administration Payments		5,817	-	37	5,854	5,570
Equipment Purchase		143	-	758	901	39
Courses - Venues, Travel, etc.	11.	16,663	-	-	16,663	9,866
Total Payments		96,943	-	111,397	208,340	189,659
Net of Receipts/(Payments)		122,445	-	(105,397)	17,048	14,731
Transfers between funds		(107,000)	-	107,000	-	-
		15,445	-	1,603	17,048	14,731
Cash at bank & in hand on 31 Dec 2022		66,266	-	1,742	68,008	53,277
Cash at bank & in hand on 31 Dec 2023	10.	81,711	-	3,345	85,056	68,008

STATEMENT OF ASSETS AND LIABILITIES

Cash Funds

Current account (CAF & Pay Pal)		11,300	-	3,345	14,645	7,885
Deposit account (CAF Gold)		70,411	-	-	70,411	60,123
		81,711	-	3,345	85,056	68,008

Other Monetary Funds

Thrive Youth Weekend receipts (due Jan 2024)		-	-	10	10	2,085
Income tax recoverable (due Jan 2024)		4,429	-	-	4,429	3,407
		4,429	-	10	4,439	5,492

Investment Assets

	2.	-	-	-	-	-
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Assets retained for use

	3.	-	-	-	-	-
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Liabilities

Thrive Youth Weekend costs (due Jan 2024)		-	-	4,470	4,470	2,236
PAYE and National Insurance (due Jan 2024)		3,735	-	-	3,735	3,742
		3,735	-	4,470	8,205	5,978

The accounts and statement of assets and liabilities set out above, with the notes on the following page, relating to the year ending 31 December 2023 are as approved by the Trustees.

Kevin Johnson, Chair

Lindey Selley, Treasurer

Date

Date

INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS

Report to the Trustees of Thrive Youth Ministries, charity number 1145794.

On accounts for the year ended 31st December 2023, set out on page 11.

Respective Responsibilities of Trustees and Examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities 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 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 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:

- 1) which gives me reasonable cause to believe that, in any material respect, the requirements:
 - to keep accounting records in accordance with section 130 of the Charities Act;
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met; or
- 2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Date: _____

Andrew Rice
54 St Andrew's Road
Leamington Spa
Warwickshire, CV32 7EX

Financial Statements for year ending 31st December 2023

Notes

1. These accounts have been prepared on a 'receipts and payments' basis in accordance with Section 133 of the Charities Act 2011.
2. Thrive Youth Ministries has no investment assets other than a short term CAF Gold account.
3. Thrive Youth Ministries has no fixed assets retained for use other than low value IT equipment.
4. Donations from local churches have fallen by £12,106 from £96,992 in 2022 to £84,886 in 2023. A large contribution from a group of churches in Warwick to the Youth Mission Enabler programme continues to account for a significant portion of this with support also coming from other churches also benefiting from this work. Giving by individuals has increased from £68,115 in 2022 to £84,398 in 2023, with Gift Aid recovery moving generally in line with this. The total General Fund giving has grown from £179,641 in 2022 to £194,820, an increase of 8%.
5. Grants have been received from the organisations below in 2023. That received from the Hinchley Trust was provided as continued support the launch of the Youth Mission Enablers Programme. That from Scripture Union to support the development of the "Manifesto" programme. That from Together for Change was to provide Thrive YM support for an ongoing "Messy Church" in the locality.

Hinchley Trust £ 6,000 one off gift

Scripture Union £ 5,000 one off gift

Together for Change £ 1,620 made up from two gifts

6. Local fundraising included sponsorship raised for participation in the 2023 Regency Run and for a 24hr Bike Ride undertaken by Thrive staff.
7. Ministry payments increased generally in line with inflation in January 2023, though this increase was cognisant of the uplift given in July 2022 due to the cost of living crisis.
8. No voluntary contribution was made to Scripture Union in 2023, as this would have offset the grant support provide by SU for the development of the "Manifesto" programme.
9. Fees include banking and insurance costs along with other subscriptions.
10. Analysis of movements in fund balances is given below.

	Balance B/fwd.	Receipts	Payments	Transfer	Balance C/fwd.
Undesignated					
General Fund	59,902	196,071	78,953	(107,000)	70,020
Events Fund	6,364	23,317	17,990	-	11,691
	<u>66,266</u>	<u>219,388</u>	<u>96,943</u>	<u>(107,000)</u>	<u>81,711</u>
Restricted					
Children's Worker Fund	315	-	40,075	41,000	1,240
Youth Mission Enabler Fund	1,207	6,000	71,322	66,000	1,885
Puppet Team Fund	220	-	-	-	220
	<u>1,742</u>	<u>6,000</u>	<u>111,397</u>	<u>107,000</u>	<u>3,345</u>

11. The Events Fund represents accumulated fee receipts for attendance on residential retreats, courses and youth events which are used, in the first instance, to cover the costs of these events.

The Children's Worker Fund, Youth Mission Enabler Fund and Puppet Team Fund respectively capture the costs of our Children's Worker, our two Mission Enablers and of puppet team equipment. As restricted grant funding for these initiatives is expended a positive balance is maintained by supplementing from the General Fund.

12. Thrive Youth Ministries ran a youth weekend in January 2024 with receipts and payments for the youth weekend spanning between 2023 and 2024. A summary of these receipts and payments is given below. Also shown are details of a similar event run in January 2023, these do not form part of these accounts and are for comparison only.

	Receipts	Payments
Thrive Youth Weekend 2023	13,930	13,095
Thrive Youth Weekend 2024	19,790	18,832

THRIVE YOUTH MINISTRIES

England & Wales - Charity number 1145794

Accounts



Report & Accounts
for the year ended 31st December 2022

THRIVE YOUTH MINISTRIES

for the year 1st January - 31st December 2022

Reference and Administration Details

Registered charity number	1145794
Charity's registered address	119 Cubbington Road Leamington Spa Warwickshire CV32 7AP
Charity's office address	Thrive Youth Ministries Office Whitnash Methodist Church Murcott Road East Leamington Spa CV31 2JJ
Trustees	Andrew Fulcher Chair Simon Archer Treasurer Susannah Solt Secretary Samuel Davis Safeguarding Lead Lindsey Selley Ian Derbyshire
Chief Executive	Andrew Castle
Staff members	Fiona Stutton James Yates Ryan McNair Dara Sousa (left 31/07/2022) Rosemary Pauling (started 01/09/2022)
Independent Examiner	Andrew Rice 54 St Andrew's Road Leamington Spa Warwickshire CV32 7EX
Bankers	CAF Bank Ltd 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document Deed of Trust adopted on 14th November 2011

How the charity is constituted Trust

Governance/Structure

The Board of Trustees meets up to six times per year for business meetings. The day to day running of the charity is handled by the Chief Executive.

The Board have four sub-committees (teams), which assist the CEO with the oversight and development of the charity. These teams are:

- Finance - Safeguarding
- Human Resources - Fundraising & Supporter Relations

The Board of Trustees have given their approval to policies, procedures and guidelines, which are applied within Thrive Youth Ministries' (more commonly referred to in this report as Thrive) daily activities.

The charity has the following policies in place:

- Safeguarding
- Health & Safety
- Equality
- Standards for events
- Youth Work
- Expenses & Pension
- Conflict of Interest
- Privacy
- Data Protection
- Disciplinary policy & procedure
- Maternity

Regular meetings of the Board of Trustees allow all Trustees to keep up to date with the development of the charity and in between meetings, any matters arising are shared by email or phone conversation, or at a fortnightly prayer meeting.

Meetings are scheduled for every other calendar month, with an expectation of a minimum of three meetings per year with an additional annual vision and prayer day, where possible. In

2022, the trustees met six times formally, plus a vision & prayer day with the staff on Saturday 25th June. Each of the teams met at least once.

Our core values are:

- Courageous dependence on the Spirit
- Making a Kingdom difference
- Dynamic & life-giving
- Purposefully encouraging and building others up
- Extravagant generosity

An Enhanced Disclosure from the Disclosure and Barring Service (DBS) is obtained prior to commencement of employment or trusteeship, with a renewal after every three years. We also ensure that all volunteers working with Thrive have a current DBS check in place.

All trustees give their time voluntarily and receive no remuneration or other benefits.

Thrive Youth Ministries is a local mission partner of Scripture Union.

Recruitment of Trustees

New Trustees are identified through connections made with individuals in the course of Thrive's activities. Exploratory conversations occur and if the time/skills of the individual and the needs of the Board align, the person considering a trustee role is invited to meet other trustees at a meeting, where they have the opportunity to ask further questions and introduce themselves. If a synergy is identified, the person is invited to become a Trustee based upon the voting of existing Trustees.

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Objects of the charity: To advance the Christian faith among young people in England, as set out in our Deed of Trust.

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In planning the activities of Thrive, the Trustees have given consideration to the guidance on public benefit issued by the Charity Commission in September 2013. Thrive aims to fulfil its vision as shown above and in so doing, serve the local and wider communities who connect with Thrive.

Thrive's vision is to see every church within its area of operation with a thriving youth ministry of some kind. Our area is defined as Warwickshire and Coventry. With our office in Leamington Spa, it means we can reach anywhere within an approximate drive of 30 minutes, therefore keeping our work local.

We recognised that for Thrive's vision to be realised, Thrive also needs to help churches with their children's ministry as if this is weak, it is much harder for there to be the possibility of a strong youth ministry. As a result, we work with churches to develop all ministries reaching under 18s.

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We provide regular one-to-one mentoring for youth and children's leaders, both volunteers and employed staff. This helps leaders to feel valued, understood and supported in their ministry. It enables them to grow and develop as leaders as well as in their ministries. We believe mentoring is an essential element for a leader if they are to be resilient and have longevity in their position.

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We have developed a step by step process to help churches create a youth ministry fit for the new century, and with a hands-on approach from Thrive. We have two Youth Mission Enablers who provide churches with the expertise and knowledge to lead them through the process.

ACHIEVEMENTS AND PERFORMANCE

Last year was a significant year for growth and reclaiming the ground that was lost due to the pandemic. Not only did we see new youth and children's initiatives start up, we also saw some of our pre-pandemic regular gatherings start to take place once again.

Over the course of 2022, the Thrive team worked alongside a total of 63 churches from across Warwickshire and Coventry, inspiring over 430 adults to fully engage with youth ministry, with a possible reach of over 1800 young people and 2000 children across the churches. Thrive's staff team worked directly with 30 young people and over 400 children, both through their hands-on support of church projects and through Thrive gatherings.

Eight of these churches engaged with our 'Manifesto for 21st Century Youthwork' framework, which helps a church think through how it needs to adapt and change to better meet the needs of this generation. This process is focused on building and developing ministry that will be sustainable for the future and is seen as a 3-5 year process, at least.

When we recruited our Youth Mission Enablers towards the end of 2021, we purposefully wanted to try and help churches start new initiatives to connect and reach out to young people in their communities. 2022 was definitely a busy year in this respect! 18 new projects were started with direct guidance, support and hands-on help from Thrive, helping churches across the area to make new contact with over 320 children and young people that they might not have had contact with otherwise.

Some of these projects didn't take root, such is the nature of trying new ideas, but these projects have enabled the churches to make connection with those they wouldn't have

otherwise. Some of these churches haven't done any youth work for over twenty years, so these are exciting first steps. We are seeing Christians getting bolder in their conversations, growing in confidence and praying for those they encounter.

The Thrive Puppet Team was firmly established with a growing number of young people getting involved and helping to deliver a total of nine performances, including a special performance in Ross-on-Wye as the team went on tour!

It was wonderful to see our training programmes for Christian young people begin again after a three year hiatus. James Yates hosted the Worship course, a four session programme to help Christian teenagers learn how to use their skills in worship, learning to be lead worshippers who others follow, rather than being worship leaders who are more inclined to become performers. The course was run with James Henney, Worship and Discipleship Enabler for Coventry Diocese. There were 10 young people engaged, coming from 6 different churches.

Our Youth Growing Leaders programme started in the autumn, to be concluded in April of 2023, with 10 young people coming from 6 local churches across Leamington, Warwick and Southam. Andy Castle hosted this course with help from local youth minister, Kate Wallis, from St Paul's Church, Leamington Spa. Each session proved helpful, with young people continually giving outstanding feedback on the session content and their engagement.

Thrive Juniors returned in May, our worship event for primary school aged children and their church's children's leaders. In total, 95 people gathered together at Kenilworth Methodist Church to worship and have fun together as they explored the story of Zaccheus and how Jesus transformed his life.

Using a creative prayer activity, the children were able to engage in a physical demonstration of how God takes away the wrongs and makes them right, by writing messages on dissolving paper and then placed them in pools of water.

"The children loved being part of a bigger scene – sharing fun, worship and learning with others. The theme 'transformation' was well developed – children used the word on the following Sunday morning in our own session together." Kathy, a children's leader

In September, our Base worship event and BBQ was held at Saltisford Church in Warwick with young people and their youth leaders gathering together from over 12 different churches. As one young person said, *"It was great to see so many young people coming together to worship the Lord!"*

We continued to support youth and children's leaders, both those employed and volunteers, with the team mentoring around 20 leaders one-to-one. We held a special lunchtime gathering called, Breathing Space, which was a mix of mini-retreat and a chance to network together. 19 leaders attended the event. After a long time of not being able to meet in person, we were finally able to gather together to pray, to worship, share experiences and catch up over food.

"I found the worship part extra helpful to assess my relationship with God and see areas that need improvement. The conversations with the other youth leaders were really good and helpful as well." Ruda, youth worker, Coventry and Nuneaton Methodist Circuit

Transform was able to take place in November, our (usually) annual one day conference for youth and children's leaders. We had a smaller gathering than in previous, pre-pandemic, years with 30 leaders, representing 14 churches, but meeting with a real hunger to learn and to rebuild their ministries.

Some feedback Thrive received from attendees was that everyone would recommend the conference, with three quarters giving it a rating of 5/5. Some of the comments were:
"I loved the interaction and encouragement for new ideas to be implemented or to try things in a different way."
"I enjoyed chatting with speakers and peers and feel encouraged to try new ideas."
"It was extremely helpful and has given me much to take back to my church."

In 2022, Thrive had a particular focus on the Warwick area, helping the Anglican churches particularly as they looked to introduce a 'MessageBus' to the area, in partnership with The Message Trust. The MessageBus is a converted double-decker bus that acts as a mobile youth centre. Thrive's primary focus is helping the churches to make the most of the opportunities that the bus offers. We have come alongside each of the churches, in differing ways, dependent on the particular needs and opportunities unique to each church.

Over the summer, we launched a pilot project to help churches make the most of the transfer process of the top year of primary school (year 6) moving to their chosen secondary schools and starting year 7. We worked with four churches who already had established relationship with their local primary schools and Thrive helped them to deliver positive assemblies and 'transition' (transfer) classes to help prepare the students for their move. We helped the church to set up reunion events for the early autumn so that they could reconnect with their primary school classmates once they disperse to their different secondary schools. This worked well and, as a result, there are now several new regular youth groups meeting, each in churches which previously had no youthwork.

James Yates, one of our Youth Mission Enablers, provided some support for Coventry Youth For Christ with their work with four churches in the city, while they recruited a new replacement youth worker to their team.

Andy continues to record his regular weekly podcast, 'The Heart of a Youth Leader', short ten-minute episodes to inspire listeners to keep their eyes fixed on Jesus, and to encourage youth and children's leaders to be investing in their own spiritual walk, and not just that of those they lead. Each episode is usually downloaded 25-30 times at least, with additional viewing on Thrive's YouTube channel. Whilst numbers are not huge, this is a fantastic opportunity to invest in 30 leaders each week.

"Thank you so much for taking the time to make your podcast. God is using it to speak to me and encourage and challenge me. I really appreciate the effort you put in to it. It's like you are speaking directly to me, exactly how I am thinking and feeling, and not just leaving me there but helping me to take a step forward." Ruth Powell, youth worker at Foleshill Baptist Church

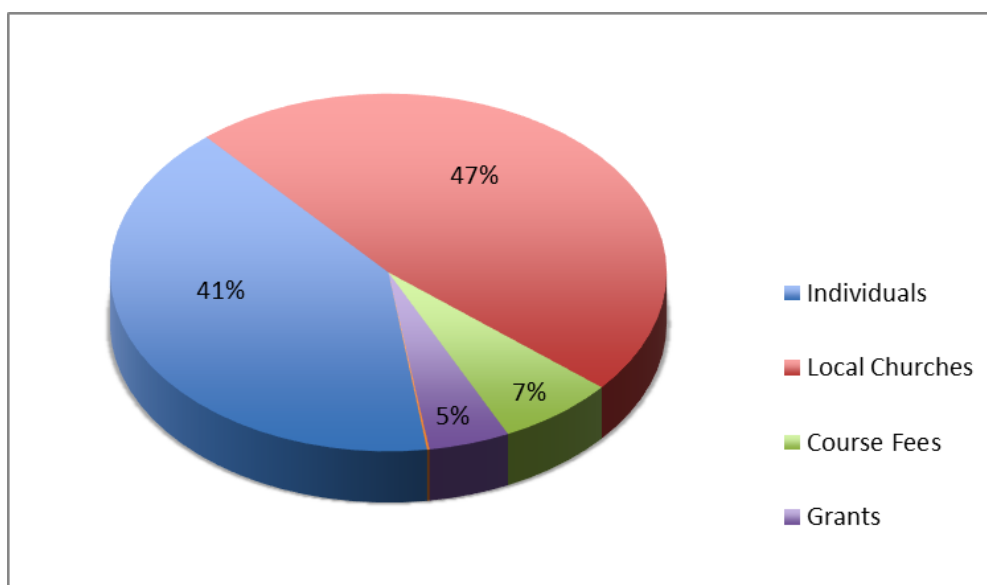
Staff-wise, we were sad to see Dara Sousa leave us in the summer but were delighted that she felt called by the Lord to return to her home country of Portugal and to take Thrive's Manifesto to churches there. Wonderfully, we had a simple recruitment process for her successor and Rose Pauling became our Operations Assistant in September.

As we look back on the year, it is with satisfaction at the progress that has been made in so many different areas; the joy of new initiatives combined with the new sense of appreciation for the different gatherings being finally able to be staged. We are so grateful for the wide support that we have received and the privilege of being able to speak into the lives of so many different people, and to hopefully be a blessing to local churches, all seeking to proclaim the Good News of Jesus and further His Kingdom.

FINANCIAL REVIEW

The detailed finances of Thrive Youth Ministries are reflected in the financial statements which follow on later pages with the associated notes. This review serves as a summary.

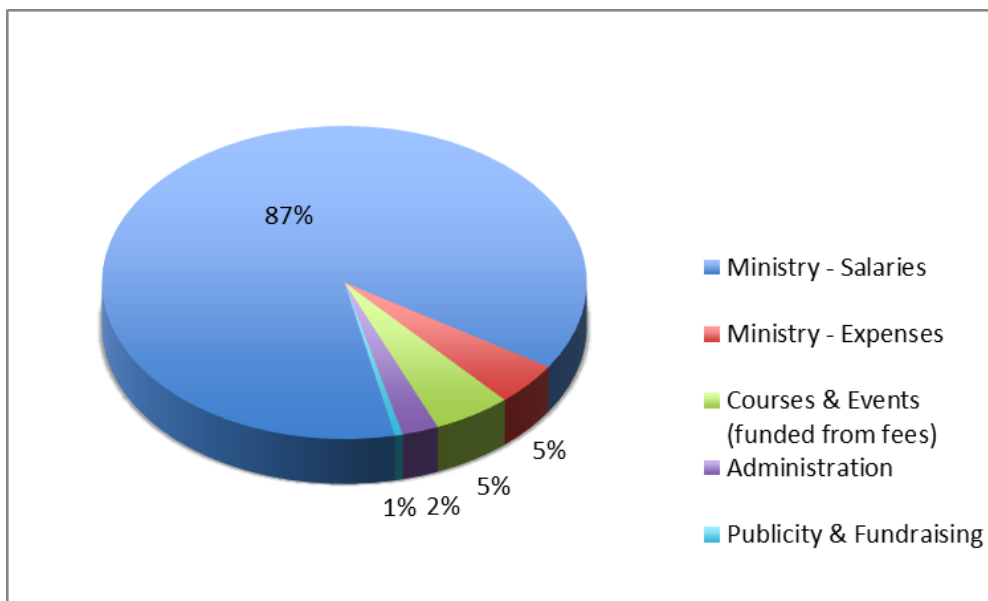
Total receipts for the year were £204,390, an increase of 50% from last year (£135,936). This is substantially due to the generous support received from The King Henry VIII Endowed Trust to expand the work among Anglican churches in Warwick. This also includes the impact of restarting various courses and events. Receipts from donations and grants were £190,154, an increase of 40% from last year (£135,873). These gifts, which represent the generosity of both individual, local churches and the King Henry fund, have where possible, been further supported by Gift Aid. Donations were supplemented this year with grant funding from the Hinchley Trust who continue to support the Youth Mission Enabler programme. For all the gifts both large and small the trustees extend their gratitude both to the givers and to our God the provider.



In the pursuit of the vision set out above Thrive Youth Ministries has expended £189,659 this year, a substantial increase of £77,093 from 2021. At £174,184 (£108,307), the cost of salaries, pensions, national insurance and expenses were the majority of this expenditure with the increase from 2021 being full year staff costs for the Youth Mission Enabler programme. Due to the ongoing cost of living crisis a portion of salary increases were accelerated from January 2023 to July 2022. The trustees continue to believe that they should seek to be as generous as possible in the remuneration of staff to reflect the generosity of God’s grace to Thrive Youth Ministries. This generosity is balanced by a recognition of the financial pressures on our donors and so salary increases approved for 2023 are slightly below the peak inflation rates seen in the last 12 months.

This year has also seen the restarting of a number of courses and events and the income and costs associated with these are recorded in the accounts. The trustees are delighted and believe that the work of Thrive Youth Ministries will now be able to continue and expand in these areas in 2023.

The net result for the year 2022 was a surplus of receipts over payments of £14,731 which is an encouragement to the trustees that God’s provision for the Youth Mission Enabler programme is continuing. When the 2022 surplus is added to bank and deposit balances brought forward from 2021 the balance carried forward at the end of December 2022 totalled £68,008. If outstanding receipts and liabilities are included the balance is adjusted to £67,522.



As Thrive Youth Ministries ends 2022 with this healthy balance the trustees must continue to look to God as the sole provider for Thrive and for His leading of the ministry into 2023 and beyond. The basic budget set for 2023, excluding course costs and fees, requires receipts of c.£194,750 to deliver nil deficit in the year, so the trustees and staff again step out in faith that He will continue to support the work. The trustees continue to be aware of the need to further extend a regular giving donor base and to make applications for grant funding when appropriate, the development of the fundraising strategy for Thrive Youth Ministries remains focused on these.

Reserves Policy

It is the policy of Thrive Youth Ministries to maintain a balance of funds which equates to at least three months payments, in 2023 this is c. £46,000 and the balance held at the end 2022 exceeds this target. It is also the policy of Thrive Youth Ministries that if the cash balance at the end of any month reduces below £20,000 the Treasurer informs all trustees.

Risk Statement

The Trustees and Chief Executive have reviewed the risks to which a small charity operating with few employees and a larger volunteer base is exposed. Appropriate general and public liability insurance has been obtained. Operational risks associated with the ministry activities and the holding of events have been reviewed and appropriate guidelines and policies agreed to ensure that any risk is minimised.

Approval

This report was approved by the Trustees on 19th May 2023 and signed on their behalf by:

Andrew Fulcher - Chair of Trustees

Thrive Youth Ministries

Financial Statements for year ending 31 December 2022

		Unrestricted Funds Undesig.	Desig.	Restricted Funds	Total 2022	Total 2021
RECEIPTS AND PAYMENTS ACCOUNT						
Receipts						
Donations, Legacies & Grants						
Local Churches	4.	96,992	-	-	96,992	28,741
Grants	5.	1,620	-	8,000	9,620	13,705
Individuals (gift aided)		58,664	-	2,000	60,664	66,269
Individuals (non-gift aided)		7,451	-	-	7,451	10,166
Income Tax Recovered		14,914	-	513	15,427	16,992
Local Fundraising	6.	-	-	-	-	-
Total Donations, Legacies & Grants	4.	179,641	-	10,513	190,154	135,873
Course Fees	11.	13,955	-	-	13,955	-
Interest Received		225	-	-	225	4
Other		56	-	-	56	59
Total Receipts		193,877	-	10,513	204,390	135,936
Payments						
Ministry Payments						
Ministry - Salaries and NI		59,979	-	93,334	153,313	95,583
Ministry - Pension Contributions		4,714	-	7,749	12,463	7,983
Ministry - Expenses		3,928	-	4,480	8,408	4,741
Total Ministry Payments	7.	68,621	-	105,563	174,184	108,307
Administration Payments						
Office Overheads		405	-	-	405	540
Post & Stationery		574	-	5	579	1,121
Publicity & Website (VM)		387	-	66	453	1,032
Insurance		358	-	-	358	356
Scripture Union	8.	1,500	-	1,500	3,000	-
Other Fees	9.	775	-	-	775	552
Total Administration Payments		3,999	-	1,571	5,570	3,601
Equipment Purchase		39	-	-	39	658
Courses - Venues, Travel, etc.	11.	9,796	-	70	9,866	-
Total Payments		82,455	-	107,204	189,659	112,566
Net of Receipts/(Payments)		111,422	-	(96,691)	14,731	23,370
Transfers between funds		(96,000)	-	96,000	-	-
		15,422	-	(691)	14,731	23,370
Cash at bank & in hand on 31 Dec 2021		50,844	-	2,433	53,277	29,907
Cash at bank & in hand on 31 Dec 2022	10.	66,266	-	1,742	68,008	53,277
STATEMENT OF ASSETS AND LIABILITIES						
Cash Funds						
Current account (CAF & Pay Pal)		6,143	-	1,742	7,885	8,275
Deposit account (CAF Gold)		60,123	-	-	60,123	45,002
		66,266	-	1,742	68,008	53,277
Other Monetary Funds						
Thrive Youth Weekend receipts (due Jan 2023)		-	-	2,085	2,085	-
Income tax recoverable (due Jan 2023)		3,407	-	-	3,407	3,668
		3,407	-	2,085	5,492	3,668
Investment Assets						
	2.	-	-	-	-	-
Assets retained for use						
	3.	-	-	-	-	-
Liabilities						
Scripture Union contribution (due Jan 2022)		-	-	-	-	1,500
Thrive Youth Weekend costs (due Jan 2023)		-	-	2,236	2,236	-
PAYE and National Insurance (due Jan 2023)		3,742	-	-	3,742	3,539
		3,742	-	2,236	5,978	5,039

The accounts and statement of assets and liabilities set out above, with the notes on the following page, relating to the year ending 31 December 2022 are as approved by the Trustees.

Andrew Fulcher, Chair

Simon Archer, Treasurer

Date

Date

INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS

Report to the Trustees of Thrive Youth Ministries, charity number 1145794.

On accounts for the year ended 31st December 2022, set out on page 12.

Respective Responsibilities of Trustees and Examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities 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 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 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:

- 1) which gives me reasonable cause to believe that, in any material respect, the requirements:
 - to keep accounting records in accordance with section 130 of the Charities Act;
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met; or
- 2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Date: _____

Andrew Rice
54 St Andrew's Road
Leamington Spa
Warwickshire, CV32 7EX

Financial Statements for year ending 31st December 2022

Notes

1. These accounts have been prepared on a 'receipts and payments' basis in accordance with Section 133 of the Charities Act 2011.
2. Thrive Youth Ministries has no investment assets other than a short term CAF Gold account.
3. Thrive Youth Ministries has no fixed assets retained for use other than low value IT equipment.
4. Donations from local churches have grown very significantly from £28,741 in 2021 to £96,992 in 2022. A large contribution from The King Henry VIII Endowed Trust to enable work with all the Anglican churches in Warwick accounts for over 65% of this increase with support also coming from other churches also benefiting from this work. Giving by individuals has decreased from £76,435 in 2021 to £68,115 in 2022, with Gift Aid recovery moving generally in line with this. The total General Fund giving has grown from £122,029 in 2021 to £179,641, an increase of 47%.
5. Grants have been received from the organisations below in 2022. That received from the Hinchley Trust was provided to support the launch of the Youth Mission Enablers Programme. That from Together for Change was to provide Thrive YM support for an ongoing "Messy Church" in the locality.

Hinchley Trust	£ 8,000 one off gift
Together for Change	£ 1,620 made up from two gifts
6. No direct fundraising events were held in 2022.
7. Ministry payments increased generally in line with inflation in January 2022. In addition an interim increase was also approved by Trustees and applied in July 2022 due to the cost of living crisis.
8. A voluntary contribution to Scripture Union was budgeted in 2022, the payment also included a similar contribution budgeted in 2021 making a total payment of £3,000.
9. Fees include banking and insurance costs along with other subscriptions.
10. Analysis of movements in fund balances is given below.

	Balance B/fwd.	Receipts	Payments	Transfer	Balance C/fwd.
Undesignated					
General Fund	48,141	179,846	72,085	(96,000)	59,902
Events Fund	2,703	14,031	10,370	-	6,364
	<u>50,844</u>	<u>193,877</u>	<u>82,455</u>	<u>(96,000)</u>	<u>66,266</u>
Restricted					
Children's Worker Fund	1,432	-	39,117	38,000	315
Youth Mission Enabler Fund	537	10,513	67,843	58,000	1,207
Puppet Team Fund	464	-	244	-	220
	<u>2,433</u>	<u>10,513</u>	<u>107,204</u>	<u>96,000</u>	<u>1,742</u>

The Events Fund represents accumulated fee receipts for attendance on residential retreats, courses and youth events which are used, in the first instance, to cover the costs of these events. Events have re-commenced in 2022 following lifting of COVID restrictions.

The Children's Worker Fund, Youth Mission Enabler Fund and Puppet Team Fund respectively capture the costs of our Children's Worker, our two Mission Enablers and of puppet team equipment. As restricted grant funding for these initiatives is expended a positive balance is maintained by supplementing from the General Fund.

11. After a COVID related hiatus of 2 years Thrive Youth Ministries ran a youth weekend in January 2023 with receipts and payments for the youth weekend spanning between 2022 and 2023. A summary of these receipts and payments is given below. The deposit paid in mid-2020 for the 2021 event was credited against the 2023 event. Also shown are details of a similar event run in February 2020, these do not form part of these accounts and are for comparison only.

	Receipts	Payments
Thrive Youth Weekend 2020	12,880	10,754
Thrive Youth Weekend 2023	13,930	13,095

THRIVE YOUTH MINISTRIES

England & Wales - Charity number 1145794

Accounts



Report & Accounts
for the year ended 31st December 2021

THRIVE YOUTH MINISTRIES

for the year 1st January - 31st December 2021

Reference and Administration Details

Registered charity number	1145794
Charity's registered address	119 Cubbington Road Leamington Spa Warwickshire CV32 7AP
Charity's office address	Thrive Youth Ministries Office Whitnash Methodist Church Murcott Road East Leamington Spa CV31 2JJ
Trustees	Andrew Fulcher Chair Simon Archer Treasurer Susannah Solt Secretary Samuel Davis Safeguarding Lead Lindsey Selley Appointed 15/07/21 Ian Derbyshire Appointed 12/10/21 Andrew Owen Resigned 23/03/21
Chief Executive	Andrew Castle
Staff members	Fiona Stutton Claire Shepherd (left 28/05/2021) Dara Sousa (started 06/09/2021) James Yates (started 06/09/2021) Ryan McNair (started 06/09/2021)
Independent Examiner	Andrew Rice 54 St Andrew's Road Leamington Spa Warwickshire CV32 7EX
Bankers	CAF Bank Ltd 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document Deed of Trust adopted on 14th November 2011

How the charity is constituted Trust

Governance/Structure

The Board of Trustees meet six times per year for business meetings. The day to day running of the charity is handled by the Chief Executive.

In 2021, the Board established four sub-committees (teams) to assist the CEO with the oversight and development of the charity. These teams are:

- Finance - Safeguarding
- Human Resources - Fundraising & Supporter Relations

The Board of Trustees have given their approval to policies, procedures and guidelines, which are applied within Thrive Youth Ministries' (more commonly referred to in this report as Thrive) daily activities.

The charity has the following policies in place:

- Safeguarding
- Health & Safety
- Equality
- Standards for events
- Youth Work
- Expenses & Pension
- Conflict of Interest
- Privacy
- Data Protection
- Disciplinary policy & procedure
- Maternity

Regular meetings of the Board of Trustees allow all Trustees to keep up to date with the development of the charity and in between meetings, any matters arising are shared by email or phone conversation, or at a fortnightly prayer meeting.

A minimum of three meetings per year are scheduled with an additional annual vision and prayer day, where possible. In 2021, Trustees met six times formally, plus a vision & prayer day with the staff on Saturday 10th July. Each of the sub-committees met at least once.

Our core values are:

- Courageous dependence on the Spirit
- Making a Kingdom difference
- Dynamic & life-giving
- Purposefully encouraging and building others up
- Extravagant generosity

An Enhanced Disclosure from the Disclosure and Barring Service (DBS) is obtained prior to commencement of employment or trusteeship, with a renewal after every three years. We also ensure that all volunteers working with Thrive have a current DBS check in place.

All trustees give their time voluntarily and receive no remuneration or other benefits.

Thrive Youth Ministries is a local mission partner of Scripture Union.

Recruitment of Trustees

New Trustees are identified through connections made with individuals in the course of Thrive's activities. Exploratory conversations occur and if the time/skills of the individual and the needs of the Board align, the person considering a trustee role is invited to meet other trustees at a meeting, where they have the opportunity to ask further questions and introduce themselves. If a synergy is identified, the person is invited to become a Trustee based upon the voting of existing Trustees.

OBJECTIVES AND ACTIVITIES

Objects of the charity To advance the Christian faith among young people in England, as set out in our Deed of Trust.

Summary of Main Activities Undertaken for the Public Benefit in Relation to These Objects

In planning the activities of Thrive, the Trustees have given consideration to the guidance on public benefit issued by the Charity Commission in September 2013. Thrive aims to fulfil its vision as shown above and in so doing, serve the local and wider communities who connect with Thrive.

Thrive's vision is to see every church within its area of operation with a thriving youth ministry of some kind. Our area is defined as Warwickshire and Coventry. With our office in Leamington Spa, it means we can reach anywhere within an approximate drive of 30 minutes, therefore keeping our work local.

We recognised that for Thrive's vision to be realised, Thrive also needs to help churches with their children's ministry as if this is weak, it is much harder for there to be the possibility of a strong youth ministry. As a result, we work with churches to develop all ministries reaching under 18s.

Our primary means for fulfilling our objectives are by:

1. Mentoring

We provide regular one-to-one mentoring for youth and children's leaders, both volunteers and employed staff. This helps leaders to feel valued, understood and supported in their ministry. It enables them to grow and develop as leaders as well as in their ministries. We believe mentoring is an essential element for a leader if they are to be resilient and have longevity in their position.

2. Consultancy

We offer to walk alongside churches as they look to develop their youth and children's work. We offer resources to help them review their attitudes to young people as well as offering advice on how to improve their delivery of youth work.

3. Training

We hold both open training events and closed events, specifically at the request of a particular church. Training enables people to come together and to discuss new ideas and encourages greater creativity and dependence on God.

4. Investing in area wide youth ministry

Thrive only wants to do what the local church on its own is unable to deliver. So we run leadership courses for Christian young people, enabling individual churches to each send one or two young people to participate. We also oversee area-wide youth and children's events.

5. Website

Our website is an effective means of communicating with a lot of people in one go. Our leadership blog is popular, as is our increasing bank of useful web links. The website is used by a large number of people regularly.

In 2021 we created an additional step:

6. Thrive's Manifesto for 21st Century Youthwork

We have developed a step by step process to help churches create a youth ministry fit for the new century, and with a hands-on approach from Thrive. We have recruited Mission Enablers to provide churches with the expertise and knowledge to lead them through the process.

ACHIEVEMENTS AND PERFORMANCE

Last year we had better adjusted to the reality and challenges that the Covid-19 pandemic had brought on us. We knew that what had been much of our staple work would not be able to take place, and so we made a decision to keep our focus on investing, supporting and encouraging key people in local churches with what they were doing to disciple children and young people: namely the leaders.

In January 2021 we launched a weekly podcast, 'The Heart of a Youth Leader'. This podcast is a short 8-10 minute episode, focusing on encouraging leaders to keep their eyes on God amidst the uncertainty of the times, and to find time each week to pause, refocus and reprioritise what they are doing. It has been available to watch each week on YouTube or to listen to on most podcast platforms, such as Apple Podcasts, Spotify and Google. Each episode gets about 25-30 listens on average, which, whilst not vast numbers is far more leaders than we would usually connect with in any one week.

We have received very encouraging feedback from youth and children's leaders on the podcast, with some saying how they like to start the week listening to it, and how they have used it to encourage others in their teams.

"This is a podcast that always has something that speaks to me and I can feel God's grace and love here. Definitely a crucial podcast for any youth leader!"

Charles, Youthworker, King's Church, Coventry

"On a Monday morning, when the work to-do list is great...I enjoy this 10 minutes to be still and learn."

Lisa, Youth Enabler, St Martin-in-the-Fields Church, Finham

"Heart of a Youth Leader is encouraging, challenging and makes me want to press on and do better, and reminds me of why I do Youthwork and who it's really for."

Ruth, Youth & Children's Worker, Foleshill Baptist Church

Our regular Youth and Children's Networks have continued to meet regularly, on average each occurring once per half term, and have proved to be an important support for leaders. These meetings have continued to take place on Zoom and have given a safe space for leaders to share their struggles, ask questions of fellow-leaders, and to pray for one another.

Out of these networks, we felt we needed to help leaders think about what might emerge from the restrictions and frustrations of the pandemic. Even before the pandemic hit the country, it had been clear for many of us that the model that most churches use for youth ministry no longer worked. When the pandemic struck, it highlighted the strengths and weaknesses in our Youthwork.

The Phoenix project (for youth workers) and the Aspire project (for children and family workers) were established to help leaders to explore what a fresher model of ministry needs to look like going forward. The aim was to use the pandemic as a springboard to launch into something new and not to go back to a broken model.

The projects met for six hour meetings online, with each session exploring a different aspect of ministry and a passage of Scripture to meditate on.

At the end of each project, time was given for each youth worker to present to the group what they had learnt from the time together, and how their thinking had developed.

“It was great to think Biblically about my Youthwork and then gather together to share and pray for what we are hoping to do in the future.”

“I liked having time to reflect on what we are doing and think about ways forward. It was helpful to talk through this with other Youthworkers too. This has meant that I have a clearer way forward than I would have done without the project.”

“It has proved so useful for me - I would love to incorporate the same themes with the children’s volunteers that I work with, to see how they respond to the challenges and questions that you have set us during the sessions!”

“For me, Covid has been like a reset button and a chance to change and evolve into something new - I think I have grasped the idea of change in a positive way, and I’ve certainly felt this during the sessions, not in specific plans but just the idea - that waiting and listening for God’s movements, is as important as the next big event!”

Thanks to a grant from Tesco Bags of Help Scheme, Thrive were able to launch the Thrive Puppet Team in the summer. As the team grew (consisting of six young people and four adults, coming from five different local churches) they became more confident with their technique and lip synchronisation, resulting in them being able to give their first performances at Christmas.

Our team worked up a routine to the song, ‘Mary’s Boy Child’ and it was wonderful to see a team come together, having never done puppetry before.

In September, the staff team grew as Ryan McNair and James Yates joined our team as Youth Mission Enablers, and Dara Sousa took on the role of Operations Assistant.

These are all new roles and are helping Thrive to build on and expand our existing support for churches. Our Youth Mission Enablers are a key part in enabling us to deliver our brand new ‘Manifesto for 21st Century Youthwork’, a process that helps a church to rethink its existing Youthwork and look for new ways of reaching and discipling the next generation.

The process is built around a model that has one of our team being ‘hands-on’ with the local church, helping them with any existing activities, whilst facilitating discussions about new ways and approaches to try. These come out of following a simple format that revolves around ‘Review, Recce, Receive’, before putting together a strategy and helping a church to work towards fulfilling it.

For more details on the Manifesto watch the short video at: www.thriveym.org.uk/manifesto

As a result of the team expanding, we have been able to work with five more churches, in this new method of being present at their activities and starting to lead them in this process of moving forward. It is early days, but in each of these five churches we have seen new youth or children’s work being created.

At Thrive we always want to invest in, and grow, Christian young people in their gifting and skills. Over the course of the summer term we were able to run an online course that would help them learn how to preach and give an engaging talk.

The course was only open to young people who had been on one of our previous Youth Growing Leaders courses. Six people, coming from six different local churches across Leamington, Warwick and Coventry, took part in the five-session course.

Using the Loud & Clear video training series from Soul Survivor, we gathered on Zoom each month for 90 minutes. We watched the videos, chatted about what we were learning and split into two's and three's to discuss further, and to pray for each other.

The course was four sessions long, with the option of a final fifth session where the young people were given the opportunity to deliver a talk, no longer than ten minutes in duration, and to then receive feedback from the group.

One of the (many) frustrations of the restrictions has been that we have not been able to invest directly in young people as much as we would have liked. We have not been able to run our Youth Growing Leaders course, which usually takes place each year. Our youth and children's worship event and weekends have, of course, stopped.

Our hope is that these will start again soon and so this course was part of our preparation. In the past, we have had worship led by young people. Young people have helped to host our events, and now we want to enable young people to also give the teaching.

The participants were excellent and, despite some pre-talk nerves, each one who spoke preached God's truth in a way that was engaging, deep and inspiring.

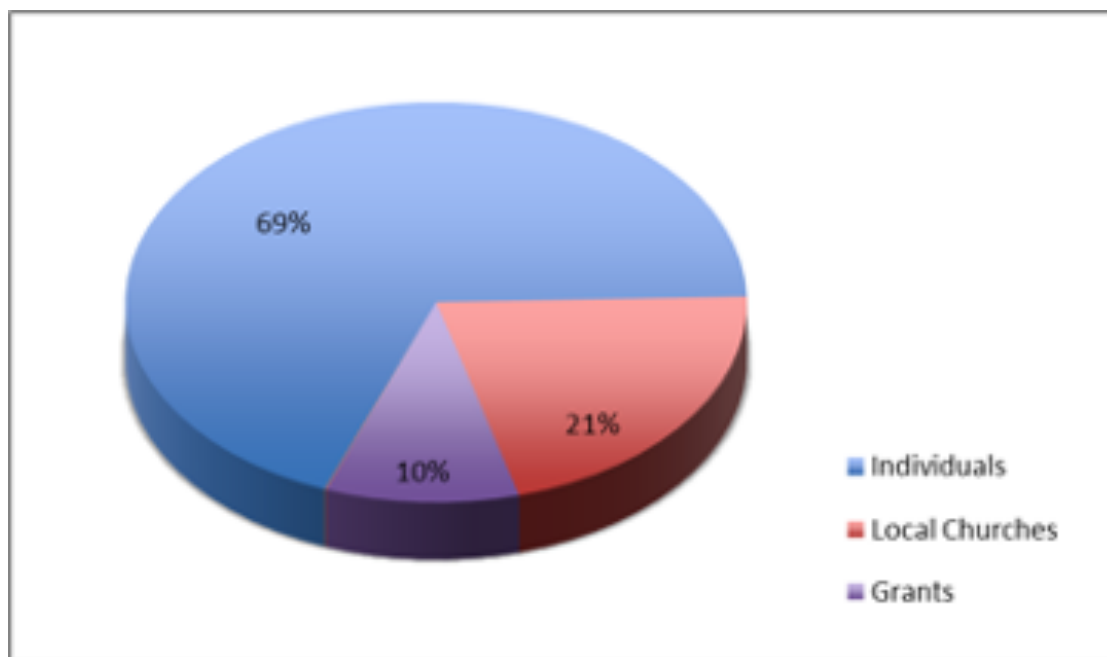
Our Children's work support has continued to grow and deepen thanks to the fantastic work of Fiona Stutton, our Children's Ministry Adviser. She has worked with several churches to develop their Messy Church events, and helped them to reestablish themselves once churches were able to meet together again in the latter half of the year. We are seeing this as a real opportunity for many churches at the moment, and look forward to more churches reaching out and serving their local communities into the next year.

As we look back at the end of the year, it is clear that it has been a challenging time but it is wonderful to see all that God has enabled to happen and for how Thrive has been able to offer critical support for many churches in an unprecedented time. We are immensely grateful for the wide support we have received and the privilege of being able to speak into the lives of so many different people, and to hopefully be a blessing and encouragement to local churches.

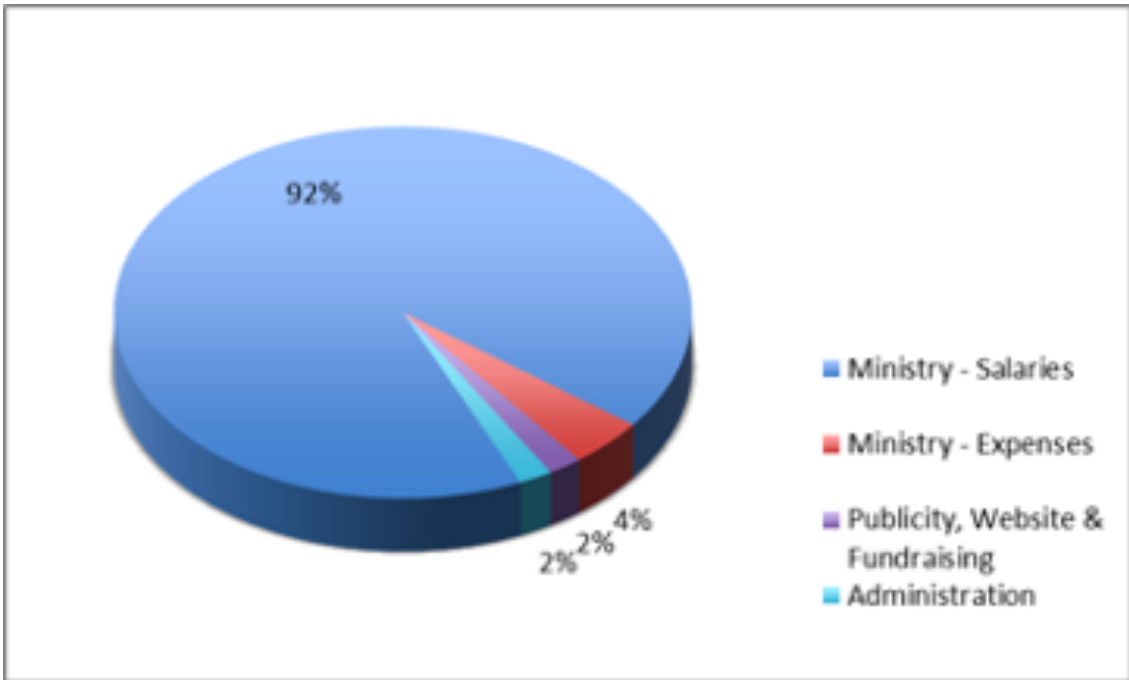
FINANCIAL REVIEW

The detailed finances of Thrive Youth Ministries are reflected in the financial statements which follow on later pages with the associated notes. This review serves as a summary.

Total receipts for the year were £135,936, an increase of almost 40% from last year (£97,444). This is substantially due to the generous support received for the Youth Mission Enabler programme which has been launched this year and despite a reduced number of events and courses. Receipts from donations and grants were £135,873, an increase of 43% from last year (£94,932). These gifts, which represent the generosity of both individuals and local churches, have where possible, been further supported by Gift Aid. Donations were supplemented this year with grant funding from the Hinchley Trust and Tesco Groundworks UK. We are grateful to the Hinchley Trust for their support of the Youth Mission Enabler programme and to Tesco for the funding of equipment for a new Puppet Team. For all the gifts both large and small the trustees extend their gratitude both to the givers and to our God the provider.



In the pursuit of the vision set out above Thrive Youth Ministries has expended £112,566 this year an increase of £8,177 from 2020. At £108,307 (£88,868), the cost of salaries, pensions, national insurance and expenses were the majority of this expenditure. Maternity payments continued in the early part of the year but as this member of staff chose not to return following maternity leave the role was re-evaluated and successfully recruited. Development of the Youth Mission Enablers programme also saw two further new members of staff join the team which has significantly increased salary costs. The trustees continue to believe that they should seek to be as generous as possible in the remuneration of staff to reflect the generosity of God's grace to Thrive Youth Ministries and have approved increases to long standing staff salaries in line with inflation.



In previous years the cost of running courses has been another major portion of the Thrive Youth Ministries expenditure. However, due to COVID restrictions, no events or courses have been run this year and hence these costs are nil in 2021.

The net result for the year 2021 was a surplus of receipts over payments of £23,370 which the trustees believe, particularly in light of the deficit in 2020, is a testament to God's provision for the Youth Mission Enabler programme. When the 2021 surplus is added to bank and deposit balances brought forward from 2020 the balance carried forward at the end of December 2021 totalled £53,277. If outstanding receipts and liabilities are included the balance is adjusted to £51,906.

As Thrive Youth Ministries has celebrated its 10th birthday with this healthy balance the trustees must continue to look to God as the sole provider for Thrive and for His leading of the ministry into 2022 and beyond. The basic budget set for 2022, excluding course costs and fees, requires receipts of c.£179,000 to deliver nil deficit in the year, so the trustees and staff again step out in faith that He will continue to support the work. The trustees continue to be aware of the need to further extend a regular giving donor base and to make applications for grant funding when appropriate, the development of the fundraising strategy for Thrive Youth Ministries remains focused on these.

Reserves Policy

It is the policy of Thrive Youth Ministries to maintain a balance of funds which equates to at least three months payments, in 2022 this is c. £45,000 and the balance held at the end 2021 exceeds this target. It is also the policy of Thrive Youth Ministries that if the cash balance at the end of any month reduces below £20,000 the Treasurer informs all trustees.

Risk Statement

The Trustees and Chief Executive have reviewed the risks to which a small charity operating with few employees and a larger volunteer base is exposed. Appropriate general and public liability insurance has been obtained. Operational risks associated with the ministry activities and the holding of events have been reviewed and appropriate guidelines and policies agreed to ensure that any risk is minimised.

Approval

This report was approved by the Trustees on 17th March 2022 and signed on their behalf by:

Andrew Fulcher - Chair of Trustees

Thrive Youth Ministries

Financial Statements for year ending 31 December 2021

	Unrestricted Funds Undesig.	Unrestricted Funds Desig.	Restricted Funds	Total 2021	Total 2020
RECEIPTS AND PAYMENTS ACCOUNT					
Receipts					
Donations, Legacies & Grants					
Local Churches	4.	28,741	-	-	25,500
Grants	5.	2,705	-	11,000	1,000
Individuals (gift aided)		64,199	-	2,070	46,694
Individuals (non-gift aided)		9,957	-	209	12,772
Income Tax Recovered		16,487	-	505	8,546
Local Fundraising	6.	-	-	-	420
Total Donations, Legacies & Grants	4.	122,089	-	13,784	94,932
Course Fees	11.	-	-	-	2,454
Interest Received		4	-	-	15
Other		59	-	-	43
Total Receipts		122,152	-	13,784	97,444
Payments					
Ministry Payments					
Ministry - Salaries and NI		46,376	-	49,207	77,212
Ministry - Pension Contributions		3,952	-	4,031	6,712
Ministry - Expenses		3,082	-	1,659	4,944
Total Ministry Payments	7.	53,410	-	54,897	88,868
Administration Payments					
Office Overheads		540	-	-	540
Post & Stationery		1,017	-	104	742
Publicity & Website (VM)		1,032	-	-	928
Insurance		356	-	-	355
Scripture Union	8.	-	-	-	1,500
Other Fees	9.	493	-	59	715
Total Administration Payments		3,438	-	163	4,780
Equipment Purchase		122	-	536	53
Courses - Venues, Travel, etc.	11.	-	-	-	10,688
Total Payments		56,970	-	55,596	104,389
Net of Receipts/(Payments)		65,182	-	(41,812)	(6,945)
Transfers between funds		(44,000)	-	44,000	-
		21,182	-	2,188	(6,945)
Cash at bank & in hand on 31 Dec 2020		29,662	-	245	36,852
Cash at bank & in hand on 31 Dec 2021	10.	50,844	-	2,433	29,907
STATEMENT OF ASSETS AND LIABILITIES					
Cash Funds					
Current account (CAF & Pay Pal)		5,842	-	2,433	6,907
Deposit account (CAF Gold)		45,002	-	-	23,000
		50,844	-	2,433	29,907
Other Monetary Funds					
Income tax recoverable (due Jan 2022)		3,668	-	-	4,093
		3,668	-	-	4,093
Investment Assets					
	2.	-	-	-	-
Assets retained for use					
	3.	-	-	-	-
Liabilities					
Scripture Union voluntary contribution (due Jan 2022)		1,500	-	-	-
PAYE and National Insurance (due Jan 2022)		3,539	-	-	1,131
		5,039	-	-	1,131

The accounts and statement of assets and liabilities set out above, with the notes on the following page, relating to the year ending 31 December 2021 are as approved by the Trustees.

Andrew Fulcher, Chair

Simon Archer, Treasurer

Date

Date

INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS

Report to the Trustees of Thrive Youth Ministries, charity number 1145794.

On accounts for the year ended 31st December 2021, set out on page 12.

Respective Responsibilities of Trustees and Examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities 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 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 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:

- 1) which gives me reasonable cause to believe that, in any material respect, the requirements:
 - to keep accounting records in accordance with section 130 of the Charities Act;
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met; or
- 2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Date: _____

Andrew Rice
54 St Andrew's Road
Leamington Spa
Warwickshire
CV32 7EX

Financial Statements for year ending 31st December 2021

Notes

1. These accounts have been prepared on a 'receipts and payments' basis in accordance with Section 133 of the Charities Act 2011.
2. Thrive Youth Ministries has no investment assets other than a short term CAF Gold account.
3. Thrive Youth Ministries has no fixed assets retained for use other than low value IT equipment.
4. Donations from local churches have grown from £25,500 in 2020 to £28,741 in 2021, and yet again exceeding the maximum figure from previous years. Similarly, giving by individuals has grown from £59,566 in 2020 to £76,435 in 2021. The Gift Aid recovered in 2021 was for the final quarter of 2020 and the first three quarters of 2021. This is greater than the Gift Aid recovered in 2020, which was for the first three quarters of that year. The total General Fund giving has grown from £94,932 in 2020 to £122,594, an increase of 29%.
5. Grants have been received from the organisations below in 2021. That received from the Hinchley Trust was provided to support the launch of the Youth Mission Enablers Programme. That for Tesco was to provide equipment for a local youth puppet team set up by Thrive Youth Ministries.

The Hinchley Trust	£10,000 one off gift
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Tesco Groundwork UK	£1,000 one off gift
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6. A fundraising event with 'Andy Kind' was held in Autumn 2021, as this was organised and run by Holy Trinity Leamington Spa the income has been captured under Local Churches.
7. Due to financial constraints in late 2020 and early 2021 ministry payments were not increased in line with inflation. Maternity payments continued in the early part of the year but as this member of staff chose not to return following maternity leave the role was re-evaluated. Development of the Youth Mission Enablers programme also saw two new members of staff join the team.
8. A voluntary contribution to Scripture Union was budgeted in 2021, but the payment of £1,500 was made in January 2022.
9. Fees include banking and insurance costs along with other subscriptions.
10. Analysis of movements in fund balances is given on the next page.

	Balance B/fwd.	Receipts	Payments	Transfer	Balance C/fwd.
Undesignated					
General Fund	26,959	122,152	56,970	(44,000)	48,141
Events Fund	2,703	-	-	-	2,703
	<u>29,662</u>	<u>122,152</u>	<u>56,970</u>	<u>(44,000)</u>	<u>50,844</u>
Restricted					
Children's Worker Fund	245	-	34,813	36,000	1,432
Youth Mission Enabler Fund	-	12,784	20,247	8,000	537
Puppet Team Fund	-	1,000	536	-	464
	<u>245</u>	<u>13,784</u>	<u>55,596</u>	<u>44,000</u>	<u>2,433</u>

The Events Fund represents accumulated fee receipts for attendance on residential retreats, courses and youth events which are used, in the first instance, to cover the costs of these events. No events have been run in 2021, due to COVID restrictions, so this fund has seen no change.

The Children's Worker Fund, Youth Mission Enabler Fund and Puppet Team Fund respectively capture the costs of our Children's Worker, our two Mission Enablers and of puppet team equipment. As restricted grant funding for these initiatives is expended a positive balance is maintained by supplementing from the General Fund.

11. The Thrive Youth Weekend "Basecamp" did not go ahead in either January 2021 or January 2022 and hence no separate analysis is given.

THRIVE YOUTH MINISTRIES

England & Wales - Charity number 1145794

Accounts



Report & Accounts
for the year ended 31st December 2020

THRIVE YOUTH MINISTRIES

for the year 1st January - 31st December 2020

Reference and Administration Details

Registered charity number	1145794
Charity's registered address	119 Cubbington Road Leamington Spa Warwickshire CV32 7AP
Charity's office address	Thrive Youth Ministries Office Whitnash Methodist Church Murcott Road East Leamington Spa CV31 2JJ
Trustees	Andrew Fulcher Chair Simon Archer Treasurer Ross Caws Secretary (resigned 31st December 2020) Jenni Norris Safeguarding Officer (resigned 13th October 2020) Andrew Owen Safeguarding Officer (role from 13th October 2020) Samuel Davis Susannah Solt Appointed 12th March 2020
Chief Executive	Andrew Castle
Staff members	Fiona Stutton Claire Shepherd (started maternity leave 28th August 2020)
Independent Examiner	Andrew Rice 54 St Andrew's Road Leamington Spa Warwickshire CV32 7EX
Bankers	CAF Bank Ltd 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document Deed of Trust adopted on 14th November 2011

How the charity is constituted Trust

Governance/Structure

The Board of Trustees meet three times per year for business meetings. The day to day running of the charity is handled by the Chief Executive.

The Board of Trustees have given their approval to policies, procedures and guidelines, which are applied within Thrive Youth Ministries' (more commonly referred to in this report as Thrive) daily activities.

The charity has the following policies in place:

- Safeguarding
- Health & Safety
- Equality
- Standards for events
- Youth Work
- Expenses & Pension
- Conflict of Interest
- Privacy
- Data Protection
- Disciplinary policy & procedure
- Maternity

Regular meetings of the Board of Trustees allow all Trustees to keep up to date with the development of the charity and in between meetings, any matters arising are shared by email or phone conversation, or at a weekly prayer meeting. A minimum of three meetings per year are scheduled with an additional annual vision and prayer day, where possible. In 2020, Trustees met three times formally, plus two additional extraordinary meetings in April and August, due to the COVID-19 pandemic and the impact on Thrive's staff and finances. We did not hold a vision and prayer day due to the pandemic.

Our core values are:

- Courageous dependence on the Spirit
- Making a Kingdom difference
- Dynamic & life-giving
- Purposefully encouraging and building others up
- Extravagant generosity

An Enhanced Disclosure from the Disclosure and Barring Service (DBS) is obtained prior to commencement of employment or trusteeship, with a renewal after every three years. We also ensure that all volunteers working with Thrive have a current DBS check in place.

All trustees give their time voluntarily and receive no remuneration or other benefits.

Thrive Youth Ministries is a local mission partner of Scripture Union.

Recruitment of Trustees

New Trustees are identified through connections made with individuals in the course of Thrive's activities. Exploratory conversations occur and if the time/skills of the individual and the needs of the Board align, the person considering a trustee role is invited to meet other trustees at a meeting, where they have the opportunity to ask further questions and introduce themselves. If a synergy is identified, the person is invited to become a Trustee based upon the voting of existing Trustees.

OBJECTIVES AND ACTIVITIES

Objects of the charity	To advance the Christian faith among young people in England, as set out in our Deed of Trust.
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Summary of Main Activities Undertaken for the Public Benefit in Relation to These Objects

In planning the activities of Thrive, the Trustees have given consideration to the guidance on public benefit issued by the Charity Commission in September 2013. Thrive aims to fulfil its vision as shown above and in so doing, serve the local and wider communities who connect with Thrive.

Thrive's vision is to see every church within its area of operation with a thriving youth ministry of some kind. Our area is defined as a radius of 30 minutes' drive from Leamington Spa. This takes in Coventry in the North, Rugby in the East and Stratford-upon-Avon in the South West.

We recognised that for Thrive's vision to be realised, Thrive also needs to help churches with their children's ministry as if this is weak, it is much harder for there to be the possibility of a strong youth ministry. As a result, we work with churches to develop all ministries reaching under 18s.

Our primary means for fulfilling our objectives are by:

1. Mentoring

We provide regular one-to-one mentoring for youth and children's leaders, both volunteers and employed staff. This helps leaders to feel valued, understood and supported in their ministry. It enables them to grow and develop as leaders as well as in their ministries. We believe mentoring is an essential element for a leader if they are to be resilient and have longevity in their position.

2. Consultancy

We offer to walk alongside churches as they look to develop their youth and children's work. We offer resources to help them review their attitudes to young people as well as offering advice on how to improve their delivery of youth work.

3. Training

We hold both open training events and closed events, specifically at the request of a particular church. Training enables people to come together and to discuss new ideas and encourages greater creativity and dependence on God.

4. Investing in area wide youth ministry

Thrive only wants to do what the local church on its own is unable to deliver. So we run leadership courses for Christian young people, enabling individual churches to each send one or two young people to participate. We also oversee area-wide youth and children's events.

5. Website

Our website is an effective means of communicating with a lot of people in one go. Our leadership blog is popular, as is our increasing bank of useful web links. The website is used by a large number of people regularly.

ACHIEVEMENTS AND PERFORMANCE

We have been living through a unique period of history over these last 12 months, and we have been so encouraged to see how different churches have responded. Whilst it has inhibited our everyday evangelism, churches have been imaginative in responding to the immediate needs of their communities.

Thrive had to change and respond fast as well. We are so grateful to God for His continued provision through this testing time, and to our wonderful group of supporters who donated and prayed for Thrive.

2020 started quite normally. Supported by our Young Leaders Team, we hosted our annual Basecamp youth weekend in January, taking 127 young people and their leaders away to The Pioneer Centre, near Kidderminster, for a weekend of fun, faith and adventure.

We had ten church groups attend, and throughout the weekend there were seminars, talks and late-night worship sessions as well as plenty of time to try out different outdoor adventure activities. It was wonderful having the Young Leaders co-host the weekend with Andy Castle, and to see them step into leadership by helping to deliver some of the teaching.

Our newly established Thrive Worship Team met regularly and led the worship times on the weekend superbly.

Andy was invited to speak at Reboot, a weekend retreat organised by Coventry Youth For Christ for youth workers across the city. The weekend took place at Center Parcs, where participants got to listen to Andy's input three times per day, and then enjoy the amenities that the resort offered.

Then the COVID pandemic hit and we had to stop doing all our usual activities, meetings and courses.

Our Youth Growing Leaders course had to end without its final session, which was disappointing but understood by the 15 young people involved, coming from 7 different churches.

The staff team were fantastic at moving everything to online. Having to each work from their respective homes, they quickly learned how to use Slack to keep in touch virtually, and to master Zoom!

Our regular youth & children's network gatherings were taken online. Usually, these would happen once or twice per term, but their frequency was increased to fortnightly, then monthly as leaders needed increased support, and appreciated the opportunities to share learning and ideas.

There was something uniquely special about this period. The playing field was suddenly levelled. There were no experts. We were each learning and making it up as we went.

Our networks helped leaders to work out together how to get the most from Zoom, how to keep children or young people engaged, and to continue to build relationship with them, even though we could not physically meet.

Games ideas were shared, as were video clips and worship ideas. New ways to celebrate Easter and then thinking through how to support families. The discussions flowed and the creativity was impressive. Gatherings ranged from 6-16 leaders plus Thrive team, and offered whatever support was needed.

At one Youthwork Network, Pete English, who works for the charity At A Loss and is a local youth leader, led a session on 'Loss and young people', drawing on his work as a counsellor

and specialist in supporting children and young people affected by bereavement and parental separation.

There was a real need for sharing links and online resources, and so Thrive launched two Facebook groups to best resource leaders: Thrive Youthwork Network for youth leaders, and Thrive's Children's Network for children's leaders.

These groups quickly saw membership grow to over 50 in each and people have started to share ideas, ask questions of one another and to encourage each other on new ways of discipling in a virtual environment.

Thrive's CEO & founder, Andy Castle, was able to take a Sabbatical during May-July, with Fiona Stutton covering his responsibilities for working and supporting youth leaders and youth work, and Claire Shepherd, taking responsibilities for communications.

Fiona helped to work with several churches in the lead up to the summer time to take their usual summer holiday clubs online. Coming from a discussion at Thrive's Children's Work Network, churches across Coventry began to work together to produce both recorded and printable resources that were available to other churches to use. Under a theme of 'Adventures with God', it explored five different stories from the Bible.

Churches that used the resources were able to run their holiday clubs in their own way, either on Facebook Live or Zoom, allowing them to lead their sessions and include the video clips of stories, talks, puppets, songs, prayers and craft accordingly. Working together not only took the pressure off leaders as they tackled online holiday clubs for the first time, but was an encouraging sign of supporting each other across the city.

Thrive also worked alongside the Offchurch Group of Churches as they planned their first holiday club online. Children were sent out packs in advance and everything they needed inside. It was a great system and it worked well. Overall the holiday club was a great success, the children absolutely loved it and it has encouraged the leaders to move their Messy Church gatherings online to continue to reach out to more families.

"We are so grateful for Fiona's involvement and guidance, which has enabled us to run a successful holiday club over three mornings on Zoom," Hazel Taylor, Offchurch Group of Churches

Thrive conducted a poll of youth workers and leaders in our area of Warwickshire & Coventry in August, asking the question: 'What have been the biggest challenges for you as a youth leader over these past months?'

The results revealed some vital areas of need and support:

- 1 in 5 youth leaders feel spiritually dry
- 1 in 3 youth leaders feel isolated
- 86% of youth leaders are struggling with young people disconnecting from church
- Most youth leaders were feeling 'zoomed out'

As a result, Thrive developed a new strategy to make sure that each of these challenges was addressed. Thrive fine-tuned its focus to be cheering leaders on, to help them know how much God delights in them and that he is their biggest cheerleader for all.

To help with the isolation, Thrive wanted to recognise the hard work of all those involved in youth and children's work and so created some care packages to encourage them and to show our appreciation for all they do.

With a huge thanks to a community grant from Tesco, we were able to prepare gift bags of goodies to give out. Each bag contained a youth worker mug (with "Zooming marvellous youth/children's worker in action!" printed on), a box of Cadbury's Heroes chocolates, a picture frame displaying a Bible verse (Isaiah 40:31), and a hand written encouragement card, specifically written for each leader.

The Thrive team went door to door with the deliveries, covering many miles as they visited each leader, handing out the care packages. It was so delightful to see their reactions as they opened the door, expecting a nuisance or, perhaps at best, an Amazon delivery, only to find it was Thrive!

To help with leaders' sense of being spiritually dry, we hosted two identical online retreats, giving input, space for reflection and time alone with God; to encourage leaders and help them take time away from their busy diaries, away from disruptions and to be still, in God's presence.

Over 30 people joined us for the two hours of input and time with God. For those who booked on early enough, we sent out a small package containing a handout for making the most of the retreat, a floating candle to be used during our time together, and a Refresher bar, courtesy of the kind people at Tesco!

The leaders valued being able to have the opportunity to spend time allowing God to strengthen them and build them up for their ministry ahead.

"Such a wonderful and peaceful morning, which couldn't have come at a better time. I was spiritually parched!"

"Really enjoyed the session and left me with a lot to think and reflect on."

Our mentoring for leaders has continued, albeit online, as we continue to get alongside key youth and children's workers and leaders.

We did have to cancel some events planned for the year, in addition to the final Youth Growing Leaders session. We were not able to host a new programme of this course and our Thrive Worship Team had to stop. Thrive Juniors for children and our main fundraiser, a comedy night, were both cancelled.

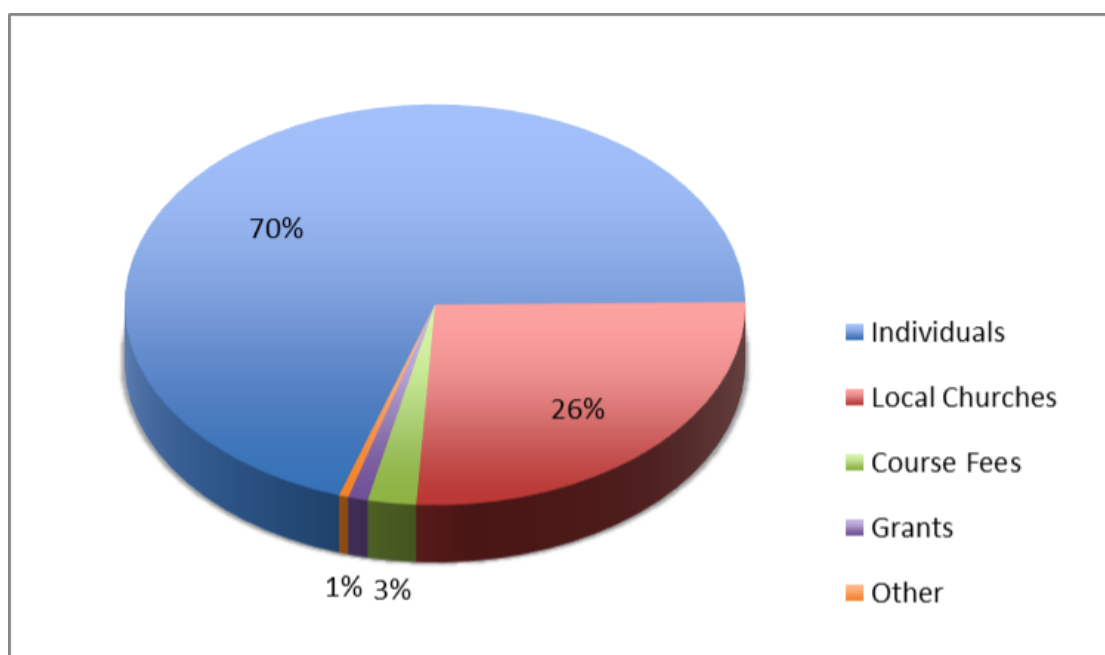
We launched a refreshed, new-look website in June, making it easier for visitors to find the information they need more quickly.

As we look back at the end of the year, it is clear that it has been a challenging time but it is wonderful to see all that God has enabled to happen and for how Thrive has been able to offer critical support for many churches in an unprecedented time. We are immensely grateful for the wide support we have received and the privilege of being able to speak into the lives of so many different people, and to hopefully be a blessing and encouragement to local churches.

FINANCIAL REVIEW

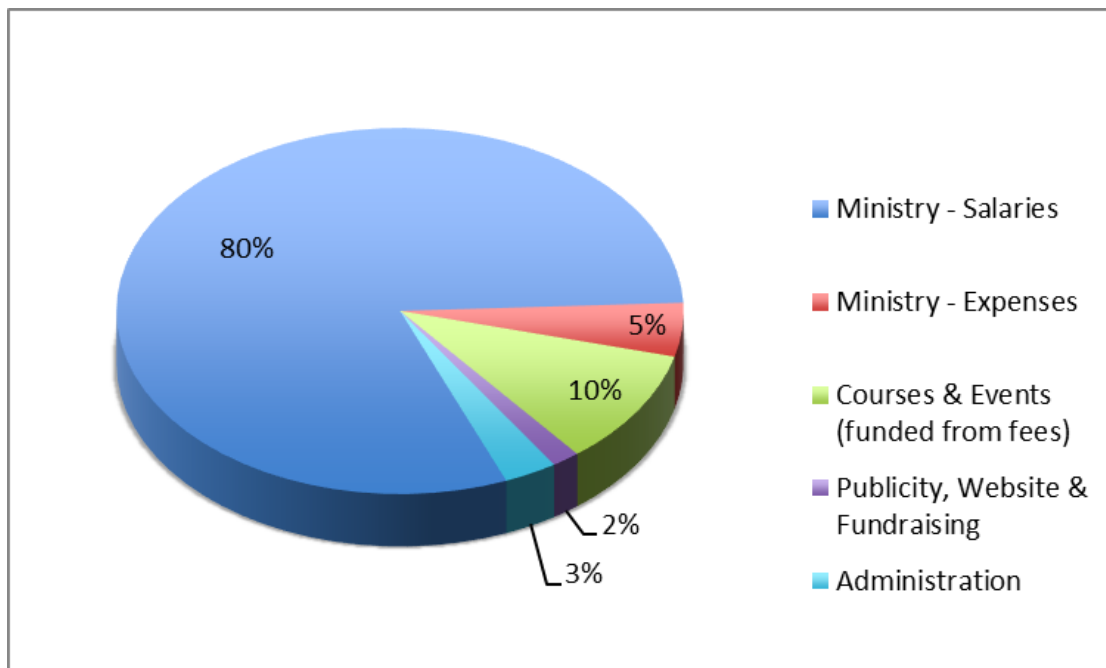
The detailed finances of Thrive Youth Ministries are reflected in the financial statements which follow on later pages with the associated notes. This review serves as a summary.

Total receipts for the year were £97,444, a fall of 4% from last year (£101,389). This is substantially due to the impact of the Covid pandemic, which saw Thrive run a reduced number of events and courses. Receipts from donations and grants were £94,932, an increase of 13% from last year (£83,806). These gifts, which represent the generosity of both individuals and local churches, have been where possible further supported by Gift Aid. Donations were supplemented this year with grant funding from the Hinchley Trust and Tesco Community Grant, of which the latter was for the provision of care packages for 45 local youth & children's leaders, to support them as they manage the impact of the pandemic in their settings. A fundraising event was planned for 2020 but has been deferred and will be rescheduled when national restrictions are reduced. However, a telephone campaign was undertaken by the staff and trustees in the autumn 2020, which saw a substantial response from our local supporter base. For all the gifts both large and small the trustees extend their gratitude both to the givers and to our God the provider.



In the pursuit of the vision set out above Thrive Youth Ministries has expended £104,389 this year an increase of £900 from 2019. At £88,868 (£85,574), the cost of salaries, pensions, national insurance and expenses were the majority of this expenditure. The increase is largely the continued salary for the new Events & Communications Manager role. The trustees continue to believe that they should seek to be generous in the remuneration of staff to reflect the generosity of God’s grace to Thrive Youth Ministries. However, given the constrained nature of the UK due to the pandemic, the trustees have decided not to implement any salary increases in 2021.

At £10,688 (£10,582) the cost of running courses, is another major portion of the Thrive Youth Ministries expenditure, though all of these costs are funded from the fees paid by attendees. This includes Basecamp, which has become a key event in the calendars of youth groups across Warwickshire and Coventry. The timing of the weekend early in the calendar year is of financial note. Approximately 75% of fees for the event run in January 2020 were collected in 2019 but the majority of the costs, £9,296, remained outstanding at the 2019 year-end and have been carried into the 2020 accounts.



The net result for the year 2020 was a deficit of receipts over payments of £6,945 so the trustees must continue to look to God for the funding of Thrive and for the direction the ministry should take into 2021 and beyond. When the 2020 deficit is taken off bank and deposit balances brought forward from 2019, the balance carried forward at the end of December 2020 totalled £29,907. If outstanding receipts and liabilities are included, the balance is adjusted to £32,869.

As Thrive Youth Ministries moves into its tenth year of supporting the Christian youth and children’s work in our locale, the trustees thank God for His goodness through 2020 and

look to Him for direction in 2021. The basic budget set for 2021, excluding course costs and fees, requires receipts of c. £97,500 to deliver nil deficit in the year, so the trustees and staff again step out in faith that He will continue to support the work. In addition to this, the trustees are exploring the opportunity to initiate a Youth Mission Enablers project in 2021, which will be subject to a separate budget. The trustees continue to be aware of the need to further extend a regular giving donor base and to make applications for grant funding when appropriate, the development of the fundraising strategy for Thrive Youth Ministries remains focused on these.

Reserves Policy

It is the policy of Thrive Youth Ministries to maintain a balance of funds which equates to at least three months payments, in 2021 this is c. £24,000 and the balance held at the end 2020 exceeds this target. It is also the policy of Thrive Youth Ministries that if the cash balance at the end of any month reduces below £10,000 the Treasurer informs all trustees.

Risk Statement

The Trustees and Chief Executive have reviewed the risks to which a small charity operating with few employees and a larger volunteer base is exposed. Appropriate general and public liability insurance has been obtained. Operational risks associated with the ministry activities and the holding of events have been reviewed and appropriate guidelines and policies agreed to ensure that any risk is minimised.

Approval

This report was approved by the Trustees on 23rd March 2021 and signed on their behalf by:

Andrew Fulcher - Chair of Trustees

INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS

Report to the Trustees of Thrive Youth Ministries, charity number 1145794.

On accounts for the year ended 31st December 2020, set out on page 13.

Respective Responsibilities of Trustees and Examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities 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 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 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:

- 1) which gives me reasonable cause to believe that, in any material respect, the requirements:
 - to keep accounting records in accordance with section 130 of the Charities Act;
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met; or
- 2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Date: _____

Andrew Rice
54 St Andrew's Road
Leamington Spa
Warwickshire
CV32 7EX

Thrive Youth Ministries

Financial Statements for year ending 31 December 2020

		Unrestricted Funds Undesig.	Desig.	Restricted Funds	Total 2020	Total 2019
RECEIPTS AND PAYMENTS ACCOUNT						
Receipts						
Donations, Legacies & Grants						
Local Churches	4.	25,500	-	-	25,500	19,944
Grants	5.	1,000	-	-	1,000	1,500
Individuals (gift aided)		46,694	-	-	46,694	39,293
Individuals (non-gift aided)		12,772	-	-	12,772	9,711
Income Tax Recovered		8,546	-	-	8,546	10,703
Local Fundraising	6.	420	-	-	420	2,655
Total Donations, Legacies & Grants	4.	94,932	-	-	94,932	83,806
Course Fees	11.	2,454	-	-	2,454	16,050
Interest Received		15	-	-	15	42
Other		43	-	-	43	1,491
Total Receipts		97,444	-	-	97,444	101,389
Payments						
Ministry Payments						
Ministry - Salaries and NI		45,681	-	31,531	77,212	72,294
Ministry - Pension Contributions		4,409	-	2,303	6,712	5,740
Ministry - Expenses		3,331	-	1,613	4,944	7,540
Total Ministry Payments	7.	53,421	-	35,447	88,868	85,574
Administration Payments						
Office Overheads		540	-	-	540	540
Post & Stationery		711	-	31	742	940
Publicity & Website (VM)		928	-	-	928	1,129
Insurance		355	-	-	355	332
Scripture Union	8.	1,500	-	-	1,500	1,500
Other Fees	9.	715	-	-	715	1,808
Total Administration Payments		4,749	-	31	4,780	6,249
Equipment Purchase		53	-	-	53	1,084
Courses - Venues, Travel, etc.	11.	10,688	-	-	10,688	10,582
Total Payments		68,911	-	35,478	104,389	103,489
Net of Receipts/(Payments)		28,533	-	(35,478)	(6,945)	(2,100)
Transfers between funds		(34,915)	-	34,915	-	-
		(6,382)	-	(563)	(6,945)	(2,100)
Cash at bank & in hand on 31 Dec 2019		36,044	-	808	36,852	38,952
Cash at bank & in hand on 31 Dec 2020	10.	29,662	-	245	29,907	36,852

STATEMENT OF ASSETS AND LIABILITIES

Cash Funds						
Current account (CAF & Pay Pal)		6,662	-	245	6,907	8,801
Deposit account (CAF Gold)		23,000	-	-	23,000	28,051
		29,662	-	245	29,907	36,852
Other Monetary Funds						
Thrive Youth Weekend receipts (due Jan 2021)		-	-	-	-	2,374
Income tax recoverable (due Jan 2021)		4,093	-	-	4,093	869
		4,093	-	-	4,093	3,243
Investment Assets						
	2.	-	-	-	-	-
Assets retained for use						
	3.	-	-	-	-	-
Liabilities						
Thrive Youth Weekend costs (due Jan 2021)		-	-	-	-	9,296
PAYE and National Insurance (due Jan 2021)		1,131	-	-	1,131	1,752
		1,131	-	-	1,131	11,048

The accounts and statement of assets and liabilities set out above, with the notes on the following page, relating to the year ending 31 December 2020 are as approved by the Trustees.

Andrew Fulcher, Chair

Simon Archer, Treasurer

Date

Date

Financial Statements for year ending 31st December 2020

Notes

1. These accounts have been prepared on a 'receipts and payments' basis in accordance with Section 133 of the Charities Act 2011.
2. Thrive Youth Ministries has no investment assets other than a short term CAF Gold account.
3. Thrive Youth Ministries has no fixed assets retained for use other than low value IT equipment.
4. Donations from local churches have grown from £19,944 in 2019 to £25,500 in 2020, exceeding the previous maximum of £21,807 in 2018. Similarly, giving by individuals has grown from £49,004 in 2019 to £59,466 in 2020, almost matching 2018. The Gift Aid recovered in 2020 is lower than 2019 as the claim for the final quarter was submitted in January 2021. The total General Fund income has grown from £83,806 in 2019 to £94,932 in 2020 almost matching the £99,863 received in 2018.
5. Grants have been received from the organisations below in 2020. That received from Tesco was particularly to support local youth & children's leaders as they manage the impact of the Covid pandemic and was spent on care packages for 45 individuals.

The Hinchley Trust	£500 one off gift
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Tesco Community Grant	£500 one off gift
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6. A fundraising event with 'Andy Kind' was planned for Spring 2020 but has been deferred due to the Covid pandemic. Some ticket sales for the event were converted to donations when the event was cancelled, hence the £450 income. A 50% deposit has been paid against a rescheduled event.
7. Ministry payments increased generally in line with inflation in 2020. A member of staff went on maternity leave in August 2020 which reduced the impact of this increase.
8. Scripture Union donations comprise voluntary contributions of £1500 for 2020.
9. Fees include payment of £150 deposit for a future fundraising event. See note 6.
10. Analysis of movements in fund balances is given on the next page.

	Balance B/fwd.	Receipts	Payments	Transfer	Balance C/fwd.
Undesignated					
General Fund	20,710	94,990	57,826	(30,915)	26,959
Events Fund	15,334	2,454	11,085	(4,000)	2,703
	36,044	97,444	68,911	(34,915)	29,662
Restricted					
Children's Worker Fund	723	-	35,478	35,000	245
Base Fund	85	-	-	(85)	-
	808	-	35,478	34,915	245

The Events Fund represents accumulated fee receipts for attendance on residential retreats, courses and youth events which are used, in the first instance, to cover the costs of these events. Further details of youth weekend receipts and payments are given below in note 11.

The Children's Worker Fund captures the costs of Thrive's Children's Ministry Adviser. As the grant funding for this role has been expended a positive balance has been maintained by supplementing from the General Fund.

The Base Fund represents donations made historically to support the First Sunday Youth Service and the Base youth worship events and has seen negligible activity since 2018. Further Base expenses have gone through the General Fund and so in 2020 the Base Fund was closed with the balance transferred to the General Fund.

11. Thrive Youth Ministries ran a youth weekend in January 2020 with receipts and payments for the youth weekend spanning between 2019 and 2020. A summary of these receipts and payments is given below. A similar event was planned for February 2021 and a deposit was paid mid-year for accommodation in the expectation of the Covid related restrictions being eased. The February 2021 youth weekend has not gone ahead and negotiations to roll this deposit forward to 2022 continue.

	Receipts	Payments
Thrive Youth Weekend 2020	12,880	10,754
Thrive Youth Weekend 2021	-	1,440