JOURNEYMAN UK

England & Wales · Charity number 1149581

Details

Other names	JOURNEYMAN MENTORING NETWORK LIMITED, JOURNEYMAN UK
Status	Registered
Legal form	CIO
Registered	2012-11-01
Register	View on the Charity Commission register

Contact

Address	Little Tapnage Titchfield Lane Wickham Fareham Hampshire PO17 5PQ
Phone	07702102721
Email	connect@journeymanuk.org
Website	http://www.journeymanuk.org

Activities

Objects: 1. TO ADVANCE IN LIFE AND HELP YOUNG BOYS THROUGH:(A) THE PROVISION OF RECREATIONAL AND LEISURE TIME ACTIVITIES PROVIDED IN THE INTEREST OF SOCIAL WELFARE, DESIGNED TO IMPROVE THEIR CONDITIONS OF LIFE;(B) PROVIDING SUPPORT AND ACTIVITIES WHICH DEVELOP THEIR SKILLS, CAPACITIES AND CAPABILITIES TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS MATURE AND RESPONSIBLE INDIVIDUALS.

Activities: Journeyman UK is a unique mentoring charity. Dedicated to supporting boys aged 13 to 17 in discovering their potential as they navigate the choppy waters of adolescence, we enable communities to skilfully take responsibility for helping their boys and young men become the adults they want to be.

Classification

- **How:** Other Charitable Activities
- **What:** Other Charitable Purposes
- **Who:** Children/young People, Other Defined Groups, The General Public/mankind

Geography

- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£59,876	£54,605	-	-
2024-03-31	£100,916	£57,102	-	-
2023-03-31	£39,683	£60,329	-	-
2022-03-31	£52,578	£26,908	-	-
2021-03-31	£10,165	£9,601	-	-

Trustees

Name	Role	Appointed
Marcus Fagon		2024-11-20
RICHARD BAKER		2024-10-28
Robert Dent		2025-10-27

Accounts

Journeyman UK

Annual Report and Unaudited Financial Statements
for the
Year ended 31st March 2025

Contents

Report of the Trustees

The Trustees present their report together with the financial statements for the year ended 31st March 2025.

Reference And Administrative Information

Charity Name:	Journeyman UK
Charity number:	1149581 (England and Wales)
Registered office and Principal address:	Little Tapnage Titchfield Lane Fareham Hampshire PO17 5PQ
Website address:	www.journeymanuk.org
Independent Examiner:	Balancing The Books Titchfield Lane Fareham Hampshire PO17 5PQ

Trustees:

Nick Doherty (appointed 20 December 2022)
Dick Baker (appointed 28 October 2024)
Marcus Fagon (appointed 20 November 2024)

Philip Pryer (resigned 19 December 2024)
Mike Raven (resigned 28 October 2024)
Richard Shaw (resigned 19 December 2024)

Note: This includes trustees prior to conversion to Charitable Incorporated Organisation (CIO)

Secretary:

Max Fyfe (appointed 9 January 2025)
Philip Pryer (resigned 19 December 2024)

Aims of Journeyman UK

Over 15 years we have created spaces for male mentors to support teenage boys in their transition to adulthood. That's what we do and we do it well. We believe what makes the difference as boys navigate the challenges of adolescence, is relationships.

For thousands of years, teenage boys were guided into adulthood by older men outside their immediate family. Whether in the form of elders, tradesmen, community leaders or teachers, this wider circle of male support helped boys understand who they are and where they belong in the world. Today, much of the structures that supported those relationships have disappeared and yet the need for mentors and role models remains.

We are a network of trained and engaged male mentors offering mentoring groups, day events, activity sessions, schools programmes and contemporary Rites of Passage events open to all teenage boys.

Journeyman's purpose is to empower communities to deliver male mentoring opportunities for teenage boys that have a proven positive impact. We provide the tools, training and support so engaged male mentors can show up for local boys as they transition to adulthood - building essential life skills like confidence, resilience and communication.

Structure, Governance And Management

Journeyman UK is a Charitable Incorporated Organisation (CIO) registered on 4th March 2025. Prior to conversion to a CIO the Charity was incorporated on 7th February 2011. The Charity's governing document is the Constitution of Journeyman UK dated 4th March 2025.

It is governed by its Trustee Board who meet regularly to review the progress of the Charity and to make strategic decisions regarding its future. The day-to-day operational activities of the Charity are delegated to the CEO.

Trustees give of their time freely and no trustee remuneration was paid in the year. Trustees are required to disclose all relevant interests and register them at least annually. It is customary for a trustee to withdraw from discussions and decisions where a conflict of interest arises.

Charitable Objectives

The Charity's objectives are as stated in its Constitution, being the advancement and help of adolescent boys through the provision of recreational and leisure-time activities, provided in the interests of social welfare and for the improvement of their life conditions; and, to provide support and activities which develop skills, capacities and capabilities, enabling adolescent boys to participate in society as mature and responsible individuals.

Statement Of Public Benefit

The trustees confirm they have complied with their duty under the Charities Act 2011 to have due regard to the Charity Commission's guidance on Public Benefit and consider the activities of the charity demonstrates the benefit to the public.

Activities and Achievements

We continued the core mentoring of teenage boys through our local **JGroups** in Bristol, Frome, Stroud and the developing Hereford group. In particular we've seen success in Bristol where the move to a paid coordinator role is leading to stability and growth of the group. We're looking to this as a model as we develop into next year.

In Frome we also run Deer Clan for 11-12 year old boys which is having a positive impact and has got great feedback. In the longer term, we are considering how we support these younger age boys groups and potentially 18+ groups.

2024 was a year of big **organisational changes** for Journeyman. Our operations team stepped down and we recruited an interim CEO and 3 of the 4 trustees stepped down and we welcomed 2 new trustees. We have been working on strengthening the foundations of the charity with the aim that Journeyman is ready for its next chapter. The board focus has been redesigning our financial system and developing the Trustee Board ways of working.

With these changes we were not able to run an Autumn **ROPA (Rites of Passage Adventure)**, however we are planning our first spring ROPA in many years for April and aim to run a second in autumn 2025 - the first time we'll have run two in a year.

We have developed our **training capacity,** reworking the basic framework to support new mentors to be confident to deliver mentoring. Next year this will be incorporated to support the **JGroup One** and **ROPA One** initiatives (see below).

We completed the transition to a **Charitable Incorporated Organisation** (CIO), following agreement at the EGM in Feb. This simplifies our legal structure and will save us having to report to Companies House as well as the Charity Commission.

Plans for the future

Our purpose as a charity is to support communities to show up for teenage boys and we know we've got something that works. To support growing these communities we are developing two initiatives - **JGroup One** and **ROPA One**. These initiatives are essentially a combination of manuals, guides, training sessions and systems that will allow us to share our work. These will decentralise leadership and empower more people to use our approaches.

As well as running **two ROPAs** in 2025 one of our targets is to activate **three new JGroups** (and 'mentoring communities' which could be a schools programme).

As part of the JGroup One initiative and to support this growth we are working on a **JGroup Founders Manual** that aims to be a central resource designed to guide individuals and groups in establishing and sustaining JGroups in their local communities.

As we develop our **fundraising** approach we're in the 'Fundraising Ready' phase. We will launch our **new website**, which will serve as a critical tool for fundraising and visibility. We'll also have a stall at Glastonbury where we aim to make meaningful connections with people about Journeyman (eg new mentors, schools programmes, fundraising, new trustees).

We will continue to develop the **organisational changes** with the aim of bringing in additional support for coordination tasks, including the Autumn ROPA, the JGroup One and ROPA and administration and fundraising, subject to available funds.

The Trustee Board will continue developing its ways of working and complete the new **Trustee Handbook** and then start recruitment of new trustees, along with reviewing the Charity's policy framework.

Financial Review

Net Income received within the period decreased to £59,876 (prior year £100,916), with commensurate retained funds carried forward of £68,484 (prior year £63,213).

Total Restricted Funds stand at £32,559 (prior year £18,298), with Total Unrestricted Funds at £35,925 (prior year £44,915).

The Trustees consider the financial performance of the Charity during the period under review to have been satisfactory and commensurate with the planned activities through the period under review and, projected for the subsequent year. The Trustees have reviewed the internal financial processes and controls within the year under review, implementing improvements throughout this vital area.

One of our previous funders kindly donated £45k in Dec 2024 for 2025 and has committed another £45k for 2026. Our aim is to double this £45k fundraising in 2025.

Reserves Policy

The Trustees have examined the Charity's requirements for reserves in light of the risks to the organisation and consider that reserves should be held which would be sufficient to cover essential running costs for at least 3 months in case of funding shortfalls or delays, with the intention is to increase this to 6 months as soon as our financial position allows.

The Trustees are satisfied that the Charity's assets are fully available, well managed and appropriately covered under the Financial Services Compensation Scheme.

Trustees Responsibilities

The Trustees are responsible for preparing the Trustees' Report and the Financial Statements in accordance with applicable law and United Kingdom Accounting Standards. The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the financial resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- observe the methods and principles of the Charities SORP
- make judgements and estimates that are reasonable and prudent
- state whether applicable accounting standards have been followed, subject to any departures disclosed and explained in the financial statements
- prepare the financial statements on the going-concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy the financial position of the charity and enable them to ascertain to ensure that the financial statements comply with the Charities Act 2011 and the Charity (Accounts and Reports) Regulations.

They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website.

This report, which has been prepared in accordance with the provisions of the Charities Act 2011, was approved by the trustees on 20 August 2025 and signed on their behalf by:

R Baker

R Baker (Oct 16, 2025 14:54:08 GMT+1)

Dick Baker, Trustee

Balance Sheet

as at 31st March 2025

	Note	Unrestricted Funds	Restricted Funds	**Total 2025**	**Total 2024**
Fixed Assets					
Tangible Assets at Cost		888		**888**	888
Accumulated Depreciation		(888)		**(888)**	**(888)**
		0		**0**	**0**
Current Assets					
Debtors	*2*			0	-320
Cash at Bank	*3*	*24,742*	46,296	71,038	71,906
Paypal account	*3*	1,846		1,846	0
		26,588	**46,296**	**72,884**	**71,586**
Current Liabilities					
Creditors (falling due within one year)	*4*			0	8,373
		0		0	8,373
Net Current Assets		**26,588**	**46,296**	**72,884**	**63,213**
Net Assets		**26,588**	**46,296**	**72,884**	**63,213**
Funds of the Charity					
Retained Surplus B/F		61,397	1,816	63,213	19,399
Prior Year Adjustment		-11,184	11,184	0	0
Profit and Loss Current Year		-25,472	30,743	5,271	43,814
		24,741	**43,743**	**68,484**	**63,213**
Total Funds		**24,741**	**43,743**	**68,484**	**63,213**

The Trustees confirm that for the year ended 31st March 2025:

- The company was entitled to exemption from audit under section 145 of the Charities Act 2011; and
- Members have not required the company to obtain an audit of its accounts for the period in question in accordance with section 145 of the aforesaid act.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts were approved by the Trustees and signed on their behalf by:

R Baker

R Baker (Oct 16, 2025 14:54:08 GMT+1)

Dick Baker, Trustee

Statement Of Financial Activities

for the year ended 31st March 2025

	Note	Unrestricted Funds	Restricted Funds	Total 2025	Total 2024
Incoming Resources					
Income from Generated Funds					
Voluntary Income	5	745		745	5,579
Investment Income					
Income from Charitable Activities		38,203	20,928	59,131	95,337
Other Income					
		38,948	**20,928**	**59,876**	**100,916**
Resources Expended					
Costs of Generating Voluntary Income	6	3,600		3,600	8,261
Cost of Charitable Activities	7	7,339	7,688	15,027	22,915
Governance Costs	8	35,633	345	35,978	25,926
		46,572	**8,033**	**54,605**	**57,102**
Reconciliation of Funds					
Net Income / (Expenditure)		-7,624	12,895	5,271	43,814
Transfers between Funds		-17,848	17,848		
Net Movement in Funds		**-25,472**	**30,743**	**5,271**	**43,814**
Total Funds Brought Forward		**61,397**	**1,816**	**63,213**	**19,399**
Rounding / Adjustment					
Total Funds Carried Forward		**35,925**	**32,559**	**68,484**	**63,213**

The Statement of Financial Activities includes all gains and losses recognised in the year. All incoming resources and resources expended derive from continuing activities.

The Statement of Financial Activities also complies with the requirements for an income and expenditure account under the Charities Act 2011 and the current Charities SORP.

The notes on pages 9 to 12 form an integral part of these financial statements for the benefit of the Trustees.

Notes To The Statement Of Financial Activities

Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

Journeyman UK meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

b) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charity's ability to continue as a going concern.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from the government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

d) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity: this is normally upon notification of the interest paid or payable by the bank.

e) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

f) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

g) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity’s activities. These costs have been identified as a separate entry within he accounts for clarity and transparency.

h) Tangible fixed assets
Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Fixtures and fittings	25% straight line

i) Stock
Stock is included at the lower of cost or net realisable value. Donated items of stock are recognised at fair value which is the amount the charity would have been willing to pay for the items on the open market.

j) Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

k) Cash at bank and in hand
Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

l) Creditors
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

m) Financial instruments
The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently recognised at amortised cost using the effective interest method.

n) Pension costs
The company operates a defined contribution pension scheme for its employees. There are no further liabilities other than that already recognised in the SOFA. There were no employees during the financial year ending 31 March 2025 (2024: Nil).

o) Foreign currency transactions
Transactions in foreign currencies are translated at rates prevailing at the date of the transaction. Balances denominated in foreign currencies are translated at the rate of exchange prevailing at the year end.

p) Accounting estimates and key judgements
In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are described below.

Depreciation
As described in note 1(h) to the financial statements, depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life.

1. Transactions with trustees and related parties

   Trustee Marcus Fagon was paid £990 and £168.55 reimbursed expenses during the period. This was for services to support the Charity's mentor training and volunteer development initiatives. The Trustee Board agreed this in accordance with the required conditions in the Charities Act 2011 for paying a trustee for other services (ie not for being a trustee). In addition the Trustee Board consulted with the Interim Community Council who gave their support to the proposal and welcomed the transparency. It was noted it would be unlikely to be able to find someone better placed for this work, especially at the rate agreed.

   No remuneration or expenses were paid or reimbursed to any other trustees or related parties.

2. Trade Debtors

	Unrestricted Funds	Restricted Funds	Total 2025	Total 2024
Trade Debtors			**0**	320
	0	0	**0**	320

3. Cash at Bank

	Unrestricted Funds	Restricted Funds	Total 2025	Total 2024
Cash in Hand				1,815
Paypal account	1,846		1,846	
Bank Current account	24,742	46,296	71,038	70,091
	26,588	**46,296**	**72,884**	**71,906**

4. Creditors (falling due within one year)

	Unrestricted Funds	Restricted Funds	Total 2025	Total 2024
Trade Creditors	4,399		**4,399**	0
	4,399	0	**4,399**	0

5. Voluntary Income

	Unrestricted Funds	Restricted Funds	Total 2025	Total 2024
Incoming Resources				
Mentor Fees	420		420	4,890
Boys Fees	255		255	399
Donations	-6,797	2,580	-4,217	16,926
Online Courses	70		70	853
Grants	45,000	18,348	63,348	77,848
	38,948	**20,928**	**59,876**	**100,916**

6. Cost of Generating Voluntary Income

	Unrestricted Funds	Restricted Funds	Total	
			2025	**2024**
Fundraising	3,600		3,600	8,100
Bank Fees			0	161
	3,600		**3,600**	**8,261**

7. Costs of Charitable Activities

	Unrestricted Funds	Restricted Funds	Total	
			2025	**2024**
Group Expenses	6,641	7,544	14,185	2,370
Venue Rent			0	3,337
Trainer Fees	697	144	841	5,098
Travel	1		1	721
	7,339	**7,688**	**15,027**	**11,526**

8. Costs of Governance

	Unrestricted Funds	Restricted Funds	Total	
			2025	**2024**
Insurance	1,342		1,342	992
Administration	28,376		28,376	12,364
Office Expenses	2,308		2,308	528
Rounding/ Sundry	3,606		3,606	1
	35,633		**35,633**	**13,885**

Independent Examiner's Report

TB3 Little Tapnage
Titchfield Lane
Fareham
Hampshire
PO17 5PQ

Independent Examiner's Report on the Accounts

Report to the Trustees of:	***Journeyman UK***
With Registered Offices at:	***TB3 Little Tapnage, Titchfield Lane, Fareham, Hampshire, PO17 5PQ***
Charity Number:	***07519889 (England and Wales)***
For the Year Ended:	***31st March 2025***

Responsibilities and Basis of Report

I report to the Trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2025.

As the Charity's Trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act"). I report in respect of my examination of the Trust's accounts carried out under Section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent Examiner's Statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in any material respect:

- The accounting records were not kept in accordance with Section 130 of the Act; or
- The accounts did not accord with the accounting records; or
- The accounts did not comply with the applicable requirements concerning form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008, other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed		Jonathan Kemp BA(Hons), MBCS, MICB
Date	19/08/2025.	
Professional Qualifications/ body:		Member of the Institute of Certified Bookkeepers Affiliate Member of the Association of Charity Independent Examiners

Registered as a Limited Company in England and Wales, number 7646453; VAT number 128 5552 05
ICB Membership Number: 346038; ICB Practice Licence Number: 13056

Accounts

Annual Report and Financial Statements
for the
Year ended 31st March 2024

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The Trustees (who are also Directors of the Company for the purposes of company law) present their report together with the financial statements for the year ended 31st March 2024.

REFERENCE and ADMINSTRATIVE INFORMATION

Charity Name:	Journeyman Mentoring Network Limited
Charity number:	1149581 (England and Wales)
Company number:	07519889 (England and Wales)
Registered office and Principal address:	Little Tapnage Titchfield Lane Fareham Hampshire PO17 5PQ
Website address:	www.journeymanuk.org

Trustees:

Philip Pryer (appointed 18th May 2023)
Mike Raven (appointed 31 August 2021)
Richard Shaw (appointed 22 January 2023)
Kieran Maass (appointed 31 August 2023 / resigned 10th December 2023)
Louise Shipway (appointed 20 January 2023 / resigned 21st January 2024)
Nick Doherty (appointed 20 December 2022)

Secretary:

Luke James Harney (resigned 18 May 2023)
Philip Pryer (appointed 18 May 2023)

STRUCTURE, GOVERNANCE and MANAGEMENT

The Charity's governing document is its Memorandum and Articles of Association incorporated 7th February 2011.

It is governed by its Board of Trustees. Trustees are confirmed by the Board in a general meeting.

The management of the charity is vested in its board of trustees headed by the Chairman which meets regularly as necessary and is assisted by professional help and assistance as deemed appropriate by the Board or under statutory requirement.

Given the range of charitable activities and the various financial assets of the Charity, care is taken to ensure that new members of the Board have the appropriate skills required.

All Trustees give of their time freely and no trustee remuneration was paid in the year. Trustees are required to disclose all relevant interests and register them at least annually. It is customary for a trustee to withdraw from discussions and decisions where a conflict of interest arises, is declared or detected.

All new Trustees are given the opportunity to meet with the Office Team; new trustees are provided with briefing material, including a copy of the Charity Articles, key policy documents and minutes from the Board and Committee meetings to introduce and explain their role, and the full remit of the Charity.

OBJECT and ACTIVITIES

The Charity's objectives are as stated in its Governing Document, being the advancement and help of young boys through the provision of recreational and leisure-time activities, provided in the interests of social welfare and for the improvement of their life conditions; further, to provide support and activities which develop skills, capacities and capabilities, enabling young boys to participate in society as mature and responsible individuals.

STATEMENT of PUBLIC BENEFIT

During the period under review, Journeyman Mentoring Network Limited developed and delivered a series of both new and existing projects across different communities. This consisted of both online and physical (i.e. in person) workshops and events for mentors, guardians and, adults working with teenage boys.

ACHIEVEMENTS

During the financial year ending 31 March 2024 Journeyman Mentoring Network Ltd ran online and in person workshops and events for mentors, guardians and adults working with teenage boys.

We continued with our community engagement and different projects. Across the year, we continued to provide 1-to-1 Crisis Mentoring, and PSHE workshops at 2 different education providers (in Bristol and London) using the Journeyman approach.

The Outdoor Education project that we began in 2020 with our collaborators has since become a year- long monthly program for younger boys, who have been feeding into the local Frome Journeyman group as a result. This was led and delivered by Frome mentors.

Risk Management

The Trustees are conscious of the advice contained in The Charity Commission Document (CC26) Page 10 Paragraph 33.3. The charity falls under the category of a Smaller Charity where the annual income is below the statutory audit threshold. Notwithstanding this, in the interests of maintaining a policy of "good practice", ongoing development of the Risk Management Plan will be undertaken routinely.

FINANCIAL REVIEW

Net Income received within the period rose to £100,916 (prior year £39,683), with commensurate retained funds carried forward of £63,498 (prior year £19,684).

Total Restricted Funds stand at £18,298 (prior year £1,816, with Total Unrestricted Funds rising to £53,608 (prior year £22,509).

The Trustees consider the financial performance of the Charity during the period under review to have been satisfactory and commensurate with the planned activities through the period under review and, projected for the subsequent year.

Reserves Policy

The Trustees have examined the Charity's requirements for reserves in light of the risks to the organisation and consider that reserves should be held which would be sufficient to meet its working capital requirements for at least six months. However, reserves may exceed this level if no immediate opportunity to use the funds to achieve the charity's objective is available.

The Trustees are satisfied that the Charity's assets are fully available, well managed and covered under the Financial Services Compensation Scheme.

TRUSTEES RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' Report and the Financial Statements in accordance with applicable law and United Kingdom Accounting Standards. The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the financial resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

> Select suitable accounting policies and then apply them consistently; observe the methods and principles of the Charities SORP; make judgements and estimates that are reasonable and prudent; state whether applicable accounting standards have been followed, subject to any departures disclosed and explained in the financial statements; and to prepare the financial statements on the going-concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy the financial position of the charity and enable them to ascertain to ensure that the financial statements comply with the Charities Act 1993, the Charity (Accounts and Reports) Regulations 2008, both as amended subsequently, and the provisions of the Constitution, Governing Document or Trust Deed. Additionally, the Trustees are cognisant of the requirement to implement financial controls and reporting under the Charity Commission best practice, currently being the FRS 102 SORP Statement of Recommended Practice for Accounting and Reporting by Charities 2015, as amended subsequently.

They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website.

This report, which has been prepared in accordance with the provisions of the Companies Act 2006 relating to small companies, together with the Charities Act 1993, was approved by the trustees and signed on their behalf by:

DICK BAKER

POSITION: TRUSTEE Dick Baker

Dick Baker (Jan 23, 2025 18:30 GMT)

DATE: 23 Jan 2025

BALANCE SHEET
as at 31st March 2024

	Note	Unrestricted Funds	Restricted Funds	**Total 2024**	**Total 2023**
Fixed Assets					
Tangible Assets at Cost		888		**888**	888
Accumulated Depreciation		(888)		**(888)**	(888)
		0		**0**	**0**
Current Assets					
Debtors	*2*	*-320*		-320	0
Cash at Bank	*3*	*51,793*	18,298	70,091	22,509
Cash in Hand	*3*	1,815		1,815	0
		53,288	**18,298**	**71,586**	**22,509**
Current Liabilities					
Creditors (falling due within one year)	*4*	8,373		8,373	2,825
		8,373		8,373	2,825
Net Current Assets		**44,915**	**18,298**	**63,213**	**19,684**
Net Assets		**44,915**	**18,298**	**63,213**	**19,684**
Funds of the Charity					
Retained Surplus B/F		17,868	1,816	19,684	40,330
Prior Year Adjustment				0	
Profit and Loss Current Year		27,782	16,032	43,814	-20,646
		45,650	**17,848**	**63,498**	**19,684**
Total Funds		**45,650**	**17,848**	**63,498**	**19,684**

The Trustees (who are also the directors of the company for the purposes of company law) confirm that for the year ended 31st March 2024:

- The company was entitled to exemption from audit under section 477 of the Companies Act 2006 (“the Act”), and
- Members have not required the company to obtain an audit of its accounts for the period in question in accordance with section 476 of the Act.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts were approved by the Trustees and signed on their behalf by:

DICK BAKER

Dick Baker
Dick Baker (Jan 23, 2025 18:30 GMT)

POSITION: TRUSTEE
DATE: 23 Jan 2025

STATEMENT of FINANCIAL ACTIVITIES
for the year ended 31st March 2024

	Note	Unrestricted Funds	Restricted Funds	Total 2024	Total 2023
Incoming Resources					
Income from Generated Funds					
Voluntary Income	*5*	78,015	18,298	96,313	38,438
Investment Income					
Income from Charitable Activities		4,603	0	4,603	1,245
Other Income					
		82,618	**18,298**	**100,916**	**39,683**
Resources Expended					
Costs of Generating Voluntary Income	*6*	10,424	0	10,424	1,010
Cost of Charitable Activities	*7*	19,466	2,266	21,732	22,291
Governance Costs	*8*	24,947	0	24,947	37,028
		54,836	**2,266**	**57,102**	**60,329**
Reconciliation of Funds					
Net Income / (Expenditure)		27,782	16,032	43,814	-20,646
Transfers between Funds					
Net Movement in Funds		**27,782**	**16,032**	**43,814**	**-20,646**
Total Funds Brought Forward		**17,868**	**1,816**	**19,684**	**40,330**
Prior Year Adjustment					
Total Funds Carried Forward		**45,650**	**17,848**	**63,498**	**19,684**

The Statement of Financial Activities includes all gains and losses recognised in the year. All incoming resources and resources expended derive from continuing activities.

The Statement of Financial Activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

The notes on pages 10 to 12 form an integral part of these financial statements for the benefit of the Trustees.

NOTES to the STATEMENT of FINANCIAL ACTIVITIES

1. Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Journeyman Mentoring Network Ltd meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

b) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charity's ability to continue as a going concern.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from the government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

d) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity: this is normally upon notification of the interest paid or payable by the bank.

e) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

f) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

g) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity’s activities. These costs have been identified as a separate entry within he accounts for clarity and transparency.

h) Tangible fixed assets

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Fixtures and fittings	25% straight line

i) Stock

Stock is included at the lower of cost or net realisable value. Donated items of stock are recognised at fair value which is the amount the charity would have been willing to pay for the items on the open market.

j) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

k) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

l) Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

m) Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently recognised at amortised cost using the effective interest method.

n) Pension costs

The company operates a defined contribution pension scheme for its employees. There are no further liabilities other than that already recognised in the SOFA. There were no employees during the financial year ending 31 March 2021 (2020: Nil).

o) Foreign currency transactions

Transactions in foreign currencies are translated at rates prevailing at the date of the transaction. Balances denominated in foreign currencies are translated at the rate of exchange prevailing at the year end.

p) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are described below.

Depreciation

As described in note 1(h) to the financial statements, depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life.

1. Transactions with trustees and related parties
   No remuneration or expenses were paid or reimbursed to trustees or related parties.

2. Trade debtors

	Unrestricted Funds	Restricted Funds	**Total 2024**	**Total 2023**
Trade Debtors	-320		**-320**	
	-320	0	**-320**	0

3. Cash at Bank

	Unrestricted Funds	Restricted Funds	**Total 2024**	**Total 2023**
Cash in Hand	1,815	0	1,815	0
Bank Current account	51,793	18,298	70,091	22,509
	53,608	**18,298**	**71,906**	**22,509**

4. Creditors (falling due within one year)

	Unrestricted Funds	Restricted Funds	**Total 2024**	**Total 2023**
Trade Creditors	8,373		**8,373**	3,110
	8,373	0	**8,373**	0

5. Voluntary Income

	Unrestricted Funds	Restricted Funds	**Total 2024**	**Total 2023**
Incoming Resources				
Donations	18,015		18,015	25,351
Training Courses	4,603		4,603	1,245
Grants	60,000	18,298	78,298	13,087
	82,618	**18,298**	**100,916**	**39,683**

6. Cost of Generating Voluntary Income

	Unrestricted Funds	Restricted Funds	**Total 2024**	**Total 2023**
Fundraising	10,280	0	10,280	900
Marketing	0	0	0	0
Bank Fees	144	0	144	110
	10,424		**10,424**	**10,424**

7. Costs of Charitable Activities

	Unrestricted Funds	Restricted Funds	**Total 2024**	**Total 2023**
Group Expenses	2,841	1,816	4,657	3,534
Group Refreshments	0	0	0	1,588
Venue Rent	3,527	180	3,707	3,166
Trainer Fees	13,098	270	13,368	14,003
Travel	0	0	0	0
	19,466	**2,266**	**21,732**	**22,291**

8. Costs of Governance

	Unrestricted Funds	Restricted Funds	**Total 2024**	**Total 2023**
Recruitment Costs	0	0	0	0
Insurance	1,164	0	1,164	992
Administration	22,116	0	22,116	35,507
Office Expenses	291	0	291	528
Depreciation	0	0	0	0
Rounding/ Sundry	0	0	0	0
	23,572	**0**	**23,572**	**37,028**

Annual Report March 2024 V1

Final Audit Report 2025-01-23

Created:	2025-01-23
By:	Max Fyfe (max@catalystprojects.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAa63dJsm68-hTXbWeMUvli49mO7kfO-O6

"Annual Report March 2024 V1" History

Document created by Max Fyfe (max@catalystprojects.org)
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Document emailed to dick.baker@journeymanuk.org for signature
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Email viewed by dick.baker@journeymanuk.org
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TB3 Little Tapnage
Titchfield Lane
Fareham
Hampshire
PO17 5PQ

Balancing the Books

Independent Examiner's Report on the Accounts

Report to the Trustees of:	***Journeyman Mentoring Network Limited***
With Registered Offices at:	***TB3 Little Tapnage, Titchfield Lane, Fareham, Hampshire, PO17 5PQ***
Charity Number:	***07519889 (England and Wales)***
For the Year Ended:	***31st March 2024***

Responsibilities and Basis of Report

I report to the Trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2024.

As the Charity's Trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act"). I report in respect of my examination of the Trust's accounts carried out under Section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent Examiner's Statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in any material respect:

- The accounting records were not kept in accordance with Section 130 of the Act; or
- The accounts did not accord with the accounting records; or
- The accounts did not comply with the applicable requirements concerning form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008, other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed		Jonathan Kemp BA(Hons), MBCS, MICB
Date	17/01/2025.	
Professional Qualifications/ body:		Member of the Institute of Certified Bookkeepers Affiliate Member of the Association of Charity Independent Examiners

Accounts

Report of the Trustees For the year ending 31 March 2023

Information produced for this report has been generated in line with the monthly charity operations updates and reports.

Objectives and Activities
The charity's purposes are set out in the objects contained in the company's Articles of Association. The activities of the charity are that of youth mentoring. We continued to operate fully within our objectives.

Achievements and Performance
During the financial year ending 31 March 2023, Journeyman Mentoring Network Ltd continued to deliver existing projects across different communities, which consisted of both online and in person workshops and events for mentors, guardians and adults working with teenage boys.

Local Groups
In relation to our local Journeyman Groups (JGroups), we supported our Bristol, Frome and Stroud groups to meet regularly with mentors and boys. We continued to mentor, guide and support our Hereford group towards becoming certified in line with our Social Franchise model, which was achieved on the 12th March 2023. Across the year, monthly support forums were made available as well as ongoing and regular communications/mentoring. In January, we also reviewed the next phase of our pilot model for the Bristol group through the recruitment of a paid local coordinator.

Continued Support
We have offered personal and professional development support to our young mentors and boys. We have also been supporting young men who have gone through our programmes to join us as apprentice mentors (or Journeymen) themselves. We continue to feed existing mentors into our brother / sister charities Mankind Project and A Band of Brothers, where they can get their own support and local facilitation training, which tends to increase their skills and capacity to mentor when / if they return to Journeyman events. We continue to write references for mentors in their 20s and 30s, often helping them get their first teaching and youth work jobs, promotions in these lines of work, and sometimes teacher training at university. We also support the young men with job references, and offer opportunities and support as they launch into early adulthood.

Central Coordination
The Central Coordination Team during this period was Luke Harney, Ianto Doyle and Mena Kirmani. Operational activities are delivered and reported in monthly operational reporting.The Coordination Team are paid and often donate further time.

Improvements were made across the year to strengthen the core coordination function in the charity, with the aim of improving efficacy, professionalisation, impact and reporting. We were also able to continue having a consistent staff team with regular external pro-bono coaching/mentoring, from: Emily Caruso Co-Director of the Global Diversity Foundation, Ned Skelton a retired business coach and trainer, and links to other organisations and individuals working in our field.

Community Engagement
We continued with our community engagement and different projects in line with our wider strategic objectives. Across the year, we delivered three 'Inner Mentor Training' weekends, continued to provide 1-to-1 Crisis Mentoring, and delivered PSHE sessions with a Bristol-based Homeschooling provider using the Journeyman approach. For the first time since the lockdown period, we delivered our annual Rites of Passage Adventure (RoPA) Weekend in September (RoPA 2022) successfully with 19 boys participating and 40 staff. The Outdoor Education project that we began in 2020 with our collaborators continued as a year-long monthly program for younger boys, who have been feeding into the local Frome JGroup as a result. This was led by Frome mentors with Luke Harney guiding and helping delivery.

Trustees and Governance

In terms of community governance, we continued to have strong involvement and support from our Trustees who met monthly across the year, often volunteering more time. We also held a full day 'Strategy Day' to develop our governance and strategic approach, and an AGM in July.

Former Trustees Bruno Sabin, Peter Frearson and Anita Cheung stepped down. Louise Shipway, Richard Shaw, Nick Doherty, Kieran Maass were voted in as new Trustees.

Unit A3 Mountbatten Business Park
Jackson Close
Portsmouth
Hampshire
PO6 1US

Independent Examination Report

9th November 2023

Dear Sir

I have undertaken a review of the accounts and records of Journeyman Mentoring Network Limited, a registered charity (Number 1149581), for the year ended March 31st 2023. The Charity is also a Company, limited by guarantee (Number 07519889); neither charity nor company is required to be audited under the provisions of Charity and Corporate Governance statute, therefore for the purposes of this examination, Charity Commission Guidance CC32 has been utilised.

During this review approximately 65% of the transactions were reviewed and assessed; the data was then reconciled with their existing records. Additionally, I examined and reconciled bank statements and details for the accounts held in the name of Journeyman Mentoring Network Limited. I raised questions with the current Honorary Treasurer and also with the third-party Bookkeeper, which were handled in an open and timely manner, with full disclosure.

The year in review showed donations having been received from external and unrelated organisations; Journeyman Mentoring Network Limited (henceforth JMNL) confirmed that the source of the funds had been verified in accordance with Anti-money Laundering regulations, that receipts had been issued and, that the funds were recorded as either Reserved or Unreserved, subject to the terms of the original donation.

The Charity has demonstrated diligent and transparent management of the finances within the period under review; subsequent to the closure of the previous period, the Trustees retained the services of a new Bookkeeper and implemented use of a third-party proprietary software package (Quickbooks Online) to further improve financial management and control, which has been demonstrated within the current year under review.

The engagement of the Trustees has been demonstrated with the position of Treasurer active in the internal management of JMNL. The charity's Board of Trustees has demonstrated on-going internal process improvements in line with Charity Commission guidelines and regulations.

Unit A3 Mountbatten Business Park
Jackson Close
Portsmouth
Hampshire
PO6 1US

I have no concerns and, have not identified any matters in connection with the examination to which attention should be drawn in order to enable a full and proper understanding of the accounts to be reached. There are no recommendations arising.

No liability or legal responsibility is accepted for the state of the financial statements as this assessment relates to an examination of best practice only and is not an audit. Therefore, no comment on the content of the statements is made or implied.

NOTE – This report contains two (2) pages in total and may not be utilised, read or accepted unless as a whole.

Yours faithfully,

Jonathan Kemp BA(Hons), MBCS, MICB

JOURNEYMAN UK

England & Wales - Charity number 1149581

Accounts

Annual Report and Financial Statements
for the
Year ended 31st March 2022

CONTENTS

The Trustees (who are also Directors of the Company for the purposes of company law) present their report together with the financial statements for the year ended 31st March 2022.

REFERENCE and ADMINSTRATIVE INFORMATION

Charity Name:	Journeyman Mentoring Network Limited
Charity number:	1149581 (England and Wales)
Company number:	07519889 (England and Wales)
Registered office and Principal address:	1 The Yard St Werburghs Bristol BS2 9YR
Website address:	www.journeymanuk.org

Trustees:

Bruno Sabin
Michael Rose (resigned 26 August 2021)
Philip Pryer
Keith Doyle (resigned 13 July 2021)
Anita Cheung
Mike Raven (appointed 31 August 2021)
Peter Frearson

Secretary Luke James HARNEY (Appointed 31/08/2021)

STRUCTURE, GOVERNANCE and MANAGEMENT

The Charity's governing document is its Memorandum and Articles of Association incorporated 7th February 2011.

It is governed by its Board of Trustees. Trustees are confirmed by the Board in a general meeting.

The management of the charity is vested in its board of trustees headed by the Chairman which meets regularly as necessary and is assisted by professional help and assistance as deemed appropriate by the Board or under statutory requirement.

Trustees are recruited through open advertisement and interview, being appointed for a period of four years and may serve two terms. Given the range of charitable activities and the various financial assets of the Charity, care is taken to ensure that new members of the Board have the appropriate skills required.

All Trustees give of their time freely and no trustee remuneration was paid in the year. Trustees are required to disclose all relevant interests and register them with the Chairman at least annually. It is customary for a trustee to withdraw from discussions and decisions where a conflict of interest arises, is declared or detected.

All new Trustees are given the opportunity to meet with the Office Team; new trustees are provided with briefing material, including a copy of the Charity Scheme, key policy documents and minutes from the Board and Committee meetings to introduce and explain their role, and the full remit of the Charity.

OBJECT and ACTIVITIES

The Charity's objectives are as stated in its Governing Document, being the advancement and help of young boys through the provision of recreational and leisure-time activities, provided in the interests of social welfare and for the improvement of their life conditions; further, to provide support and activities which develop skills, capacities and capabilities, enabling young boys to participate in society as mature and responsible individuals.

STATEMENT of PUBLIC BENEFIT

During the period under review, Journeyman Mentoring Network Limited developed and delivered a series of bot new and existing projects across different communities. This consisted of both online and physical (i.e. in person) workshops and events for mentors, guardians and, adults working with teenage boys.

ACHIEVEMENTS

During the financial year ending 31 March 2021 Journeyman Mentoring Network Ltd ran online and in person workshops and events for mentors, guardians and adults working with teenage boys. These were two online "Understanding Young Men" courses and two "Inner Mentor Training" weekends.

We diversified the events we provided for teenage boys with regard to the restrictions arising due to the COVID 19 pandemic. We provided two non-residential day experience for small groups of up to eight boys called the "Power Up Intensive", as well as drop-in online support sessions called "Power Hour" that ran for ten weeks. We piloted and successfully established one-to-one crisis support for mentees in challenging circumstances. In these sessions individuals received weekly mentoring for several weeks depending on the need.

We also worked in conjunction with education providers; with St. Paul's Steiner School we held a day workshop for two classes, as an on-going relationship, providing sex and relationship education (SRE) with the school. We also ran a successful pilot scheme called the Frome Outdoor Education Project / Deer Clan, which was a collaboration with two parents in Frome and a local organisation called Five Rivers to provide monthly outdoor nature connection activities and introducing boys to the Journeyman mentoring approach.

As well as our regular local Journeyman groups (JGroups) held in Stroud, Bristol, Glastonbury, Frome and Edinburgh a further group was formed in Hereford. A JGroup development track was developed providing on-going support to establishing groups in the form of weekly visits by trainers, monthly online leader forums and written resource materials.

The charity held a community day and visioning workshop, which was held online.

We continued with our community engagement and different projects - while still navigating the aftermath of COVID-19. Across the year, we delivered two 'Inner Mentor Training' weekends, continued to provide 1-to-1 Crisis Mentoring, and PSHE workshops at 2 different education providers (in Bristol and London) using the Journeyman approach. Despite not being able to run our annual Rites of Passage Adventure (RoPA) Weekend again during this period, we delivered 'Into the Dark' as an alternative; 2 one-day 'COVID friendly' intensives with as many boys attending as would attend with a standard RoPA Weekend.

The Outdoor Education project that we began in 2020 with our collaborators has since become a year- long monthly program for younger boys, who have been feeding into the local Frome Journeyman group as a result. This was led by Frome mentors with Luke Harney guiding and helping delivery.

Other one-off projects were also delivered during the year. The first of these being online 'Power Hour' sessions to help boys with studying for exams, and the second being 'Safe on the Streets' - a Stroud-based intensive for 4 young teenage boys on knife crime, was delivered in response to parents' requests following a localised incident.

Risk Management

The Trustees are conscious of the advice contained in The Charity Commission Document (CC26) Page 10 Paragraph 33.3. The CFHT falls under the category of a Smaller Charity where the annual income is below the statutory audit threshold. Notwithstanding this, in the interests of maintaining a policy of "good practice", ongoing development of the Risk Management Plan will be undertaken routinely.

FINANCIAL REVIEW

Net Income received within the period rose to £25,669 (prior year £564), with commensurate retained funds carried forward of £40,330 (prior year £14,661).

Restricted Funds remained unchanged to the prior year at £1,817, with Unrestricted Funds rising to £38,513 (prior year £12,844).

The Trustees consider the financial performance of the Charity during the period under review to have been satisfactory and commensurate with the planned activities through the period under review and, projected for the subsequent year.

Reserves Policy

The Trustees have examined the Charity's requirements for reserves in light of the risks to the organisation and consider that reserves should be held which would be sufficient to meet its working capital requirements for at least six months. However, reserves may exceed this level if no immediate opportunity to use the funds to achieve the charity's objective is available.

The Trustees are satisfied that the Charity's assets are fully available, well managed and covered under the Financial Services Compensation Scheme.

TRUSTEES RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' Report and the Financial Statements in accordance with applicable law and United Kingdom Accounting Standards. The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the financial resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

> Select suitable accounting policies and then apply them consistently; observe the methods and principles of the Charities SORP; make judgements and estimates that are reasonable and prudent; state whether applicable accounting standards have been followed, subject to any departures disclosed and explained in the financial statements; and to prepare the financial statements on the going-concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy the financial position of the charity and enable them to ascertain to ensure that the financial statements comply with the Charities Act 1993, the Charity (Accounts and Reports) Regulations 2008, both as amended subsequently, and the provisions of the Constitution, Governing Document or Trust Deed. Additionally, the Trustees are cognisant of the requirement to implement financial controls and reporting under the Charity Commission best practice, currently being the FRS 102 SORP Statement of Recommended Practice for Accounting and Reporting by Charities 2015, as amended subsequently.

They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website.

This report, which has been prepared in accordance with the provisions of the Companies Act 2006 relating to small companies, together with the Charities Act 1993, was approved by the trustees on **31/01/2023** and signed on their behalf by:

NAME Richard Shaw
POSITION IN THE CHARITY Treasurer

BALANCE SHEET
as at 31st March 2022

	Note	Unrestricted Funds	Restricted Funds	**Total 2022**	**Total 2021**
Fixed Assets					
Tangible Assets at Cost		888		**888**	1,357
Accumulated Depreciation		(888)		**(888)**	(469)
		0		**0**	**888**
Current Assets					
Debtors	*2*				
Cash at Bank	*3*	*36,584*	1,816	38,400	11,924
Cash in Hand	*3*	1,930		1,930	1,849
		38,514	**1,816**	**40,330**	**13,773**
Current Liabilities					
Creditors (falling due within one year)	*4*				
Net Current Assets		**38,514**	**1,816**	**40,330**	**13,773**
Net Assets		**38,514**	**1,816**	**40,330**	**14,661**
Funds of the Charity					
Retained Surplus B/F		12,844	1,817	14,661	14,097
Current Year Surplus / (Deficit)	*8*	25,669	0	25,669	564
		38,513	**1,817**	**40,330**	**14,661**
Total Funds		**38,513**	**1,817**	**40,330**	**14,661**

The Trustees (who are also the directors of the company for the purposes of company law) confirm that for the year ended 31st March 2022:

- The company was entitled to exemption from audit under section 477 of the Companies Act 2006 ("the Act"), and
- Members have not required the company to obtain an audit of its accounts for the period in question in accordance with section 476 of the Act.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts were approved by the Trustees on **31/01/2023** and signed on their behalf by:

NAME Richard Shaw
POSITION IN THE CHARITY Treasurer

STATEMENT of FINANCIAL ACTIVITIES
for the year ended 31st March 2022

	Note	Unrestricted Funds	Restricted Funds	**Total 2022**	**Total 2021**
Incoming Resources					
Income from Generated Funds					
Voluntary Income	*4*	43,872		43,872	8,562
Investment Income					
Income from Charitable Activities		8,706		8,706	1,603
Other Income					
		52,578		**52,578**	**10,165**
Resources Expended					
Costs of Generating Voluntary Income	*5*	2,737		2,737	
Cost of Charitable Activities	*6*	10,939		10,939	9,601
Governance Costs	*7*	13,233		13,233	
		26,908		**26,908**	**9,601**
Reconciliation of Funds					
Net Income / (Expenditure)		25,669		25,669	564
Transfers between Funds					
Net Movement in Funds		**25,669**		**25,669**	**564**
Total Funds Brought Forward		**12,844**	**1,817**	**14,661**	**14,097**
Total Funds Carried Forward		**38,513**	**1,817**	**40,330**	**14,661**

The Statement of Financial Activities includes all gains and losses recognised in the year. All incoming resources and resources expended derive from continuing activities.

The Statement of Financial Activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

The notes on pages 10 to 12 form an integral part of these financial statements for the benefit of the Trustees.

NOTES to the STATEMENT of FINANCIAL ACTIVITIES

1. Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Journeyman Mentoring Network Ltd meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

b) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charity's ability to continue as a going concern.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from the government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

d) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity: this is normally upon notification of the interest paid or payable by the bank.

e) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

f) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

g) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been identified as a separate entry within he accounts for clarity and transparency.

h) Tangible fixed assets

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Fixtures and fittings	25% straight line

i) Stock

Stock is included at the lower of cost or net realisable value. Donated items of stock are recognised at fair value which is the amount the charity would have been willing to pay for the items on the open market.

j) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

k) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

l) Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

m) Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently recognised at amortised cost using the effective interest method.

n) Pension costs

The company operates a defined contribution pension scheme for its employees. There are no further liabilities other than that already recognised in the SOFA. There were no employees during the financial year ending 31 March 2021 (2020: Nil).

o) Foreign currency transactions

Transactions in foreign currencies are translated at rates prevailing at the date of the transaction. Balances denominated in foreign currencies are translated at the rate of exchange prevailing at the year end.

p) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are described below.

Depreciation

As described in note 1(h) to the financial statements, depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life.

1. Transactions with trustees and related parties
   No remuneration or expenses were paid or reimbursed to trustees or related parties.

2. Cash at Bank

	Unrestricted Funds	Restricted Funds	**Total 2022**	Total 2021
Cash in Hand	1930		1930	1849
Bank Current account	36584	1816	38400	11924
	38514	**1816**	**40330**	**13773**

3. Creditors (falling due within one year)

	Unrestricted Funds	Restricted Funds	**Total 2022**	Total 2021
Trade Creditors	0		**0**	0
	0		**0**	0

4. Voluntary Income

	Unrestricted Funds	Restricted Funds	**Total 2022**	**Total 2021**
Incoming Resources				
Mentor Fees	3,605		3,605	1,603
Boys Fees	3,155		3,155	
Donations	38,872		38,872	8,562
Online Courses	1,946		1,946	
Grants	5,000		5,000	
	52,578		**52,578**	**10,165**

5. Cost of Generating Voluntary Income

	Unrestricted Funds	Restricted Funds	**Total 2022**	**Total 2021**
Fundraising	2,464		2,464	
Marketing	178		178	
Bank Fees	95		95	
	2,737		**2,737**	

6. Costs of Charitable Activities

	Unrestricted Funds	Restricted Funds	**Total 2022**	**Total 2021**
Group Expenses	990		990	4,697
Group Refreshments	268		268	86
Venue Rent	1,595		1,595	910
Trainer Fees	7,952		7,952	1,739
Travel	135		135	
	10,939		**10,939**	**7,432**

7. Costs of Governance

	Unrestricted Funds	Restricted Funds	**Total 2022**	**Total 2021**
Recruitment Costs	175		175	
Insurance	866		866	836
Administration	11,244		11,244	677
Office Expenses	60		60	188
Depreciation	888		888	469
Rounding/ Sundry			0	(1)
	13,233		**13,233**	**2,169**

8. Current Year Surplus / (Deficit)

	Unrestricted Funds	Restricted Funds	**Total 2022**	**Total 2021**
Incoming Resources				
Mentor Fees	3,605		3,605	1,603
Boys Fees	3,155		3,155	
Donations	38,872		38,872	8,562
Online Courses	1,946		1,946	
Grants	5,000		5,000	
	52,578		**52,578**	**10,165**
Expenditure				
Group Expenses	990		990	4,697
Group Refreshments	268		268	86
Venue Rent	1,595		1,595	910
Fundraising	2,464		2,464	
Marketing	178		178	
Recruitment Costs	175		175	
Trainer Fees	7,952		7,952	1,739
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Insurance	866		866	836
Administration	11,244		11,244	677
Office Expenses	60		60	188
Bank Fees	95		95	
Depreciation	888		888	469
Rounding/ Sundry			0	(1)
	26,908	**0**	**26,908**	**9,601**
Surplus/ (Deficit)	**25,669**	**0**	**25,669**	**564**

Annual Report and Financial Statements
for the
Year ended 31st March 2022

CONTENTS

The Trustees (who are also Directors of the Company for the purposes of company law) present their report together with the financial statements for the year ended 31st March 2022.

REFERENCE and ADMINSTRATIVE INFORMATION

Charity Name:	Journeyman Mentoring Network Limited
Charity number:	1149581 (England and Wales)
Company number:	07519889 (England and Wales)
Registered office and Principal address:	1 The Yard St Werburghs Bristol BS2 9YR
Website address:	www.journeymanuk.org

Trustees:

Bruno Sabin
Michael Rose (resigned 26 August 2021)
Philip Pryer
Keith Doyle (resigned 13 July 2021)
Anita Cheung
Mike Raven (appointed 31 August 2021)
Peter Frearson

Secretary Luke James HARNEY (Appointed 31/08/2021)

STRUCTURE, GOVERNANCE and MANAGEMENT

The Charity's governing document is its Memorandum and Articles of Association incorporated 7th February 2011.

It is governed by its Board of Trustees. Trustees are confirmed by the Board in a general meeting.

The management of the charity is vested in its board of trustees headed by the Chairman which meets regularly as necessary and is assisted by professional help and assistance as deemed appropriate by the Board or under statutory requirement.

Trustees are recruited through open advertisement and interview, being appointed for a period of four years and may serve two terms. Given the range of charitable activities and the various financial assets of the Charity, care is taken to ensure that new members of the Board have the appropriate skills required.

All Trustees give of their time freely and no trustee remuneration was paid in the year. Trustees are required to disclose all relevant interests and register them with the Chairman at least annually. It is customary for a trustee to withdraw from discussions and decisions where a conflict of interest arises, is declared or detected.

All new Trustees are given the opportunity to meet with the Office Team; new trustees are provided with briefing material, including a copy of the Charity Scheme, key policy documents and minutes from the Board and Committee meetings to introduce and explain their role, and the full remit of the Charity.

OBJECT and ACTIVITIES

The Charity's objectives are as stated in its Governing Document, being the advancement and help of young boys through the provision of recreational and leisure-time activities, provided in the interests of social welfare and for the improvement of their life conditions; further, to provide support and activities which develop skills, capacities and capabilities, enabling young boys to participate in society as mature and responsible individuals.

STATEMENT of PUBLIC BENEFIT

During the period under review, Journeyman Mentoring Network Limited developed and delivered a series of bot new and existing projects across different communities. This consisted of both online and physical (i.e. in person) workshops and events for mentors, guardians and, adults working with teenage boys.

ACHIEVEMENTS

During the financial year ending 31 March 2021 Journeyman Mentoring Network Ltd ran online and in person workshops and events for mentors, guardians and adults working with teenage boys. These were two online "Understanding Young Men" courses and two "Inner Mentor Training" weekends.

We diversified the events we provided for teenage boys with regard to the restrictions arising due to the COVID 19 pandemic. We provided two non-residential day experience for small groups of up to eight boys called the "Power Up Intensive", as well as drop-in online support sessions called "Power Hour" that ran for ten weeks. We piloted and successfully established one-to-one crisis support for mentees in challenging circumstances. In these sessions individuals received weekly mentoring for several weeks depending on the need.

We also worked in conjunction with education providers; with St. Paul's Steiner School we held a day workshop for two classes, as an on-going relationship, providing sex and relationship education (SRE) with the school. We also ran a successful pilot scheme called the Frome Outdoor Education Project / Deer Clan, which was a collaboration with two parents in Frome and a local organisation called Five Rivers to provide monthly outdoor nature connection activities and introducing boys to the Journeyman mentoring approach.

As well as our regular local Journeyman groups (JGroups) held in Stroud, Bristol, Glastonbury, Frome and Edinburgh a further group was formed in Hereford. A JGroup development track was developed providing on-going support to establishing groups in the form of weekly visits by trainers, monthly online leader forums and written resource materials.

The charity held a community day and visioning workshop, which was held online.

We continued with our community engagement and different projects - while still navigating the aftermath of COVID-19. Across the year, we delivered two 'Inner Mentor Training' weekends, continued to provide 1-to-1 Crisis Mentoring, and PSHE workshops at 2 different education providers (in Bristol and London) using the Journeyman approach. Despite not being able to run our annual Rites of Passage Adventure (RoPA) Weekend again during this period, we delivered 'Into the Dark' as an alternative; 2 one-day 'COVID friendly' intensives with as many boys attending as would attend with a standard RoPA Weekend.

The Outdoor Education project that we began in 2020 with our collaborators has since become a year- long monthly program for younger boys, who have been feeding into the local Frome Journeyman group as a result. This was led by Frome mentors with Luke Harney guiding and helping delivery.

Other one-off projects were also delivered during the year. The first of these being online 'Power Hour' sessions to help boys with studying for exams, and the second being 'Safe on the Streets' - a Stroud-based intensive for 4 young teenage boys on knife crime, was delivered in response to parents' requests following a localised incident.

Risk Management

The Trustees are conscious of the advice contained in The Charity Commission Document (CC26) Page 10 Paragraph 33.3. The CFHT falls under the category of a Smaller Charity where the annual income is below the statutory audit threshold. Notwithstanding this, in the interests of maintaining a policy of "good practice", ongoing development of the Risk Management Plan will be undertaken routinely.

FINANCIAL REVIEW

Net Income received within the period rose to £25,669 (prior year £564), with commensurate retained funds carried forward of £40,330 (prior year £14,661).

Restricted Funds remained unchanged to the prior year at £1,817, with Unrestricted Funds rising to £38,513 (prior year £12,844).

The Trustees consider the financial performance of the Charity during the period under review to have been satisfactory and commensurate with the planned activities through the period under review and, projected for the subsequent year.

Reserves Policy

The Trustees have examined the Charity's requirements for reserves in light of the risks to the organisation and consider that reserves should be held which would be sufficient to meet its working capital requirements for at least six months. However, reserves may exceed this level if no immediate opportunity to use the funds to achieve the charity's objective is available.

The Trustees are satisfied that the Charity's assets are fully available, well managed and covered under the Financial Services Compensation Scheme.

TRUSTEES RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' Report and the Financial Statements in accordance with applicable law and United Kingdom Accounting Standards. The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the financial resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

> Select suitable accounting policies and then apply them consistently; observe the methods and principles of the Charities SORP; make judgements and estimates that are reasonable and prudent; state whether applicable accounting standards have been followed, subject to any departures disclosed and explained in the financial statements; and to prepare the financial statements on the going-concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy the financial position of the charity and enable them to ascertain to ensure that the financial statements comply with the Charities Act 1993, the Charity (Accounts and Reports) Regulations 2008, both as amended subsequently, and the provisions of the Constitution, Governing Document or Trust Deed. Additionally, the Trustees are cognisant of the requirement to implement financial controls and reporting under the Charity Commission best practice, currently being the FRS 102 SORP Statement of Recommended Practice for Accounting and Reporting by Charities 2015, as amended subsequently.

They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website.

This report, which has been prepared in accordance with the provisions of the Companies Act 2006 relating to small companies, together with the Charities Act 1993, was approved by the trustees on **31/01/2023** and signed on their behalf by:

NAME Richard Shaw
POSITION IN THE CHARITY Treasurer

BALANCE SHEET
as at 31st March 2022

	Note	Unrestricted Funds	Restricted Funds	**Total 2022**	**Total 2021**
Fixed Assets					
Tangible Assets at Cost		888		**888**	1,357
Accumulated Depreciation		(888)		**(888)**	(469)
		0		**0**	**888**
Current Assets					
Debtors	*2*				
Cash at Bank	*3*	*36,584*	1,816	38,400	11,924
Cash in Hand	*3*	1,930		1,930	1,849
		38,514	**1,816**	**40,330**	**13,773**
Current Liabilities					
Creditors (falling due within one year)	*4*				
Net Current Assets		**38,514**	**1,816**	**40,330**	**13,773**
Net Assets		**38,514**	**1,816**	**40,330**	**14,661**
Funds of the Charity					
Retained Surplus B/F		12,844	1,817	14,661	14,097
Current Year Surplus / (Deficit)	*8*	25,669	0	25,669	564
		38,513	**1,817**	**40,330**	**14,661**
Total Funds		**38,513**	**1,817**	**40,330**	**14,661**

The Trustees (who are also the directors of the company for the purposes of company law) confirm that for the year ended 31st March 2022:

- The company was entitled to exemption from audit under section 477 of the Companies Act 2006 ("the Act"), and
- Members have not required the company to obtain an audit of its accounts for the period in question in accordance with section 476 of the Act.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts were approved by the Trustees on **31/01/2023** and signed on their behalf by:

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STATEMENT of FINANCIAL ACTIVITIES
for the year ended 31st March 2022

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	38514	**1816**	**40330**	**13773**

3. Creditors (falling due within one year)

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4. Voluntary Income

	Unrestricted Funds	Restricted Funds	**Total 2022**	**Total 2021**
Incoming Resources				
Mentor Fees	3,605		3,605	1,603
Boys Fees	3,155		3,155	
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Travel	135		135	
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	Unrestricted Funds	Restricted Funds	**Total 2022**	**Total 2021**
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Office Expenses	60		60	188
Depreciation	888		888	469
Rounding/ Sundry			0	(1)
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8. Current Year Surplus / (Deficit)

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Depreciation	888		888	469
Rounding/ Sundry			0	(1)
	26,908	**0**	**26,908**	**9,601**
Surplus/ (Deficit)	**25,669**	**0**	**25,669**	**564**

Unit A3 Mountbatten Business Park
Jackson Close
Portsmouth
Hampshire
PO6 1US

Balancing the Books

Independent Examination Report

31st January 2023

Dear Sir

I have undertaken a review of the accounts and records of Journeyman Mentoring Network Limited, a registered charity (Number 1149581), for the year ended March 31st 2022. The Charity is also a Company, limited by guarantee (Number 07519889); neither charity nor company is required to be audited under the provisions of Charity and Corporate Governance statute, therefore for the purposes of this examination, Charity Commission Guidance CC32 has been utilised.

During this review approximately 90% of the transactions were reviewed and assessed; the data was then reconciled with their existing records. Additionally, I examined and reconciled bank statements and details for the accounts held in the name of Journeyman Mentoring Network Limited. I raised questions with the current Honorary Treasurer and also with the Company Secretary, which were handled in an open and timely manner, with full disclosure.

The year in review showed donations having been received from external and unrelated organisations; Journeyman Mentoring Network Limited (henceforth JMNL) confirmed that the source of the funds had been verified in accordance with Anti-money Laundering regulations, that receipts had been issued and, that the funds were recorded as either Reserved or Unreserved, subject to the terms of the original donation.

The majority (49%) of non-charitable expenditure was on Governance, in regard to Administration, legal costs associated with Disclosure and Barring, Depreciation and, Recruitment. Costs associated with Charitable Activities (41%) related to the provision of Group Sessions for young boys, facilitated by a trainer/ trainers, at appropriate venues within the operational area.

The Charity has demonstrated diligent and transparent management of the finances within the period under review; subsequent to the closure of the period, the Trustees have retained the services of a new Bookkeeper and implemented use of a third-party proprietary software package (Quickbooks Online) to further improve financial management and control.

The engagement of the Trustees has been demonstrated with the position of Treasurer active in the internal management of JMNL. The charity's Board of Trustees has demonstrated on going internal process improvements in line with Charity Commission guidelines and regulations.

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I have no concerns and, have not identified any matters in connection with the examination to which attention should be drawn in order to enable a full and proper understanding of the accounts to be reached. There are no recommendations arising.

No liability or legal responsibility is accepted for the state of the financial statements as this assessment relates to an examination of best practice only and is not an audit. Therefore, no comment on the content of the statements is made or implied.

<u>NOTE</u> – This report contains two (2) pages in total and may not be utilised, read or accepted unless as a whole.

Yours faithfully,

Jonathan Kemp BA(Hons), MBCS, MICB