

Journeyman UK

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

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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

	<i>Note</i>	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 the 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
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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	2024
Trade Debtors			0	320
	0	0	0	320

3. Cash at Bank

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

5. Voluntary Income

	Unrestricted Funds	Restricted Funds	Total	
			2025	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

A handwritten signature in black ink, appearing to be 'Jonathan Kemp', written over the date.

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

