

ONSIDE ● SOCCER



Trustees' Annual Report 2022



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Reference and Administrative Details

Trustees	Richard Beales (Chair) Grace E. Smith BSC IPFA (Secretary) Rev. Robert Powell Dr Yu Sheng Hsu
Key Personnel	Paul Harbinson (Chief Executive Officer)
Principal & Registered Office	57 Banstead Road Carshalton Surrey SM5 3NS
Charity Registration Number	1149686
Bankers	Barclays Bank Wallington 112 Woodcote Road Wallington Surrey SM6 0LY
Independent Examiner	Charlotte Mihailovic

Trustees' Report

The trustees present the annual report together with the financial statements of the charity for the year ended 31st December 2022.

Trustees

The following Trustees served during the period under review: -

- Richard Beales
- Grace E. Smith
- Reverend Robert Powell
- Dr Yu Sheng Hsu

Structure, governance, and management

Nature of governing document

Onside Ministries (also known as 'Onside Soccer') is a Charitable Incorporated Organisation registered with the Charity Commission of England and Wales on the 9th November 2012, with the registration number 1149686. Onside Ministries was established under a Charity Constitution, which established the objects and powers of the organisation and is governed under its constitution.

Recruitment and appointment of trustees

The Charity's governing body is the Board of Trustees. Trustees are appointed by nomination and resolution of the Board and are required to seek re-election, if they wish to continue, at the conclusion of the Onside Ministries AGM, as set out in the charity constitution. Such re-appointments are by Directors' resolution. The Foundation is now well established and the Board believes that within the Board membership, there was sufficient expertise to discharge the charitable obligations of the company. The Trustees keep this situation under review. No new trustees were recruited in 2022.

Induction and training of trustees

All current trustees are familiar with the practical work of the charity and are, in the main, 'hands on' in respect of the charitable activities of the organisation. New trustees are given a suitable induction covering an initial meeting with the Chairman and the Board of Directors, as well as an induction pack with main documents setting out the operational framework including Memorandum and Articles of Association, the current financial position as set out in the latest published accounts and Board and Steering Group minutes.

Risk Management

The Board of Trustees has conducted a review of the major risks to which the organisation is exposed. A risk register is established which is reviewed and updated regularly. Where appropriate, systems and/or procedures have been established to mitigate the risks the charity faces.

Organisational structure

The Board of Trustees meets at least three times per year. Operations are governed by the Board of Trustees who control the operational development of the charity. Operationally Onside Soccer is managed by the Chief Executive Officer, Paul Harbison, who reports directly to the Board. The role of the CEO is extensive and current duties include, but are not limited to, the development and management of existing and new coaching networks, fundraising, marketing, coaching strategy and organizational development both in the U.K. and overseas. The CEO is currently supported by Dan Bate, who is responsible for design work, and Andrew Mendy, who monitors and administers projects outside the U.K. The Trustees keep the future development of the charity under review. There are no full-time employees, and the Trustees have agreed that organisational structure would be reconsidered, if the size of the charity increases significantly over the coming years. Given the recent additional funding secured in 2022, with the requirement of this to increase reach, the Trustees are continuing to keep under review what, if any, additional governance and staffing requirements might be necessary in the medium to long term.

Objectives and activities

The charitable objectives and principal activities, as set out in the Onside Ministries constitution are: -

- to help young people, especially but not exclusively through leisure time activities, so as to develop their capabilities that they may grow to full maturity as individuals and members of society.
- the advancement of the Christian religion mainly, but not exclusively, by means of broadcasting Christian messages of an evangelistic and teaching nature through sports.

The principle activities in the period under review were:

- ◆ A continuation of our football coaching programme for children in south London
- ◆ A continuation of our football coaching programme for under-privileged children in a deprived areas of Uganda, Ghana, the Gambia and India
- ◆ The development of our community cohesion programme, welcoming newly arrived immigrants from Hong Kong into south London and helping with their integration into the area through football
- ◆ Continuation of the programme to create and train young football coaches in the U.K.
- ◆ The development of a junior leadership training programme for teenagers in the U.K.
- ◆ Establishment of 'Onside United' brand across organisation, creating a sense of cohesion across Onside family
- ◆ Increased professionalism across the organisation, both in terms of coaching output but also in areas such as design and administration

Public benefit

Onside Ministries continues to work amongst sectors of society that often have less opportunities than others, both within the U.K. and further afield. This includes children and young people from under-privileged areas, former child soldiers, refugees and those affected by conflict. We have also provided employment opportunities in the developing world, providing training and part time contracts for football coaches in India, Uganda, Ghana and the Gambia. Our training sessions provide a stable, fun and welcoming environment where children and young people can develop their football skills but also benefit from increased health outcomes as well as participation in our mentoring programme, looking at areas such as leadership, friendship and respect. By working with children and young people at a formative point in their lives we can influence the development of good character and principles that will serve them well in later life.

Although we are a *faith based* organisation, we are not *faith biased*. We welcome any and every ethnicity and culture into our programmes, creating a sense of community and breaking down barriers through football that, under any other circumstances, are almost impossible to penetrate. The trustees confirm that they have complied with the requirements of section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Use of volunteers

In addition to the Trustees, Onside Ministries has benefited from the help of 11 volunteers in the U.K. who help out each week. On average, each volunteer helped for approximately 40 hours over the year, with one volunteer helping out well in excess of 150 hours. At a conservative estimate, volunteers provided 450 hours of service at our project in south London during 2022, which is the equivalent of employing a full time staff member one day per week. We feel that for an organisation of our size that this is a good return on the investment we make with our volunteers.

Achievements and performance

The principal achievements over the year have been: -

The continuation and expansion of our football project for children and young people in south London. We have provided football coaching for children and young people in Carshalton since 2017 and it has remained our flagship project within the U.K. During the pandemic operations were forced to shut down, only restarting again in late 2021. It took the remainder of 2021 and the first quarter of 2022 to return to pre-pandemic numbers but the project is now stronger than before, with an average of 70 children attending each week, with training sessions held on Sunday afternoons and Tuesday evenings, the establishment of a childhood literacy scheme and regular friendly games against other local teams. We were also able to establish a football boot 'swop-shop', allowing parents to swop their child's football boots for bigger sizes as their child's feet grow. In 2022 we were able to hold our annual prize day once again, as well as hosting a number of community events throughout the year, and we also continued providing our 'Junior Coach Programme' (*detailed on next page*).

The restart of our football project for children in Chennai in India. This project was established in Chennai in 2011 and is our longest running football project, providing free coaching sessions for children from under-privileged families across Chennai. It suffered quite badly during the pandemic and was temporarily suspended until restrictions were fully lifted by the Indian government in 2022. Since re-opening fully in June 2022 we have held 30 training sessions, averaging 50 children aged 8 - 12 years old attending each week under the guidance of our three part-time coaches. The project has been managed since 2011 by Churchill Joseph, who has continued to develop the programme and strengthen ties within the local community. It has been particularly rewarding to see that one of our players, Sachin Diliraj, who joined us as a 7 year old in 2013 has now signed a professional contract with Chennai City FC.

The continuing development of our football programme for young people in the Gambia. Established in 2018, the project in Gambia is our newest football project and has grown rapidly under the stewardship of Pascal Jarju and Andrew Mendy. Pascal has revolutionised the programme since joining the Onside team and, alongside his team of three other coaches, has developed both the overall project to encompass players from age 10 through to adult, but has also led two Onside teams to win national tournaments in two different age brackets. This has had the knock-on effect of establishing the Onside Academy as one of the best academies in Gambia, with more players looking to join the academy.

Development of our football project in Ghana. In partnership with the Sir Stanley Matthews Foundation we have funded a project with a local youth team in Ghana called Kratos FC, which is based in the Kasoa region of the country. Under the expert guidance of the Head Coach Mathias Donker, the club regularly brings in 150-200 players per week, playing at various age groups and taking part in local leagues. Onside Ministries have had a long running relationship with Mathias, a committed Christian, with the club providing a vital link between community and church. For Mathias the link between Kratos FC and Onside Ministries is a vital one. "I am glad to be associated with Onside Soccer and the Sir Stanley Matthews Foundation" said Mathias, "It is very hard for us to get funding here and run these projects so having this support is a great help".

Achievements and Performance (cont.)

Increased professionalism throughout organisation. One of the main objectives of 2022 in the U.K. was a review of all policies, a rebrand and also a restructure of the organisation to provide additional administrative support for the CEO. Over the course of 2022 all policies were reviewed by Onside Chair Richard Beales and ratified over the course of Board meetings throughout the year. A rebranding exercise was carried out by Johnathan Scane, focusing on the themes of Coaching, Community and Church, with designs being approved by the Board in summer 2022 and brought into circulation thereafter. Andrew Mendy has also been brought on board the Executive Team to assist with the monitoring and development of overseas projects, with Richard Beales increasing his role to provide additional support in an administrative capacity.

Development of links with Hong Kong community in London. Since 2021 increasing numbers of immigrants from Hong Kong have been settling in the Sutton area, with estimates suggesting over 10,000 people moving to the area in the last 18 months. As an organisation Onside has been involved in helping integrate some of the group into the local area, providing the opportunity to play in weekly football matches against local players and also organizing friendly games against local teams. In addition, we have organised children's football sessions on a regular basis and hosted an FA Cup Final event in May, with the match being shown live on a big screen at Carshalton Beeches Baptist Church and the local community coming together to provide food and to welcome the group to the area. This was a well attended event, with over 200 people present, and arrangements agreed in principle to repeat the event in 2023. Our work was featured in an article in the New York Times in mid-2022 which was written by journalist Isabella Kwai, looking at integration in south London.

Enhanced youth mentorship programme. One of the main objectives of Onside is youth development and to that end we have worked hard to enhance our youth mentorship programme. This has included practical 'on the job' training in coaching and leadership, as well as mentoring from staff throughout the year. From 2023 we are organizing the creation of a 'Youth Board' made up of eight young people who have shown strong leadership and organizational qualities.

Establishment of 'Onside United' branding across organisation. From its inception, Onside Ministries has established long term projects in a number of different countries, with each project falling under the Onside umbrella but maintaining its own identity based on the needs of that individual location. It was felt, however, that having a sense of identity running through the organisation was important, allowing each location to feel part of something bigger and to that end the idea of any team representing Onside Ministries and playing against external opposition should play under the name 'Onside United'. This was agreed by all project directors and a badge developed which would be worn on all playing kits moving forward, consisting of an anchor representing hope and the phrase 'Deus Spes Mea' written underneath (the translation of which is 'God is our hope'). This is currently being rolled out and has thus far been adopted by our projects in the U.K. and Gambia, with two of our Gambian teams winning national tournaments while playing as Onside United.

Financial review

In common with other charities the charity follows the accounting requirements and principles for charities set out in the Charities SORP 2015.

During the year Onside Ministries continued its fundraising activities generating income of £29,661 (2021 £22,530). This included grants of £3,600 from the Sir Stanley Matthews Foundation for on-going joint projects in Uganda and Ghana, a small grant of £690 from the Tesco Groundwork fund to launch the literacy and boot-swop programme in London and a further grant from Local Giving for £500 to help cover core costs. In 2022 expenditure on raising funds was £984. In respect of expenditure on charitable activities, this rose from £11,589 in 2021 to £24,032 in 2022. This increase reflected the end of lockdown and the return to normal activity throughout the U.K. and beyond but also reflects a steady growth of the charity.

Policy on reserves

At present Onside Ministries remains at a stage of development where it has limited staff costs and few 'infrastructure' overheads. As such only a relatively small amount of reserves are required and it has been Onside policy to hold a reserve of 10% of income. This was maintained throughout the year and currently a reserve of £3000 is held.

Plans for future periods

Aims and key objectives for future periods

The vision of Onside Ministries is to see the development of individuals and the building of community through the medium of football. Our immediate plans for 2023 are to continue to successfully deliver the ongoing Onside projects across the U.K. and in the developing world, while also looking for opportunities to expand our work. As part of our strategy we have developed a robust five year plan and have targeted the following as areas of growth for 2023:

- the expansion of our work in India through the development of an anti-trafficking programme in Chennai.
- further development of our project in the Gambia by entering an Onside United team either into the national league, Division 3, or if qualification cannot be secured, in a regional league.
- a growing network of volunteers implementing our projects in their locality, whether nationally or internationally.
- upskilling of our current volunteer network, with increased investment in our coaching team.
- creation of a 'Youth Board' for our young leaders, giving them a direct say in the running of the charity and providing them with experience of running a charity on a day-to-day basis
- further development of our U.K. project through the organisation of a summer camp and also a playing tour to Northern Ireland.

This report has been approved by the Onside Soccer Board of Trustees.

Signed by: *R. Beales*

Position: Chair of Trustees

Date: 1st July 2023

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 December 2022

	<i>General Fund</i>	<i>Restricted Fund</i>	<i>Total Funds 2022</i>	<i>Total Funds 2021</i>
	<i>To Nearest £</i>	<i>To Nearest £</i>	<i>To Nearest £</i>	<i>To Nearest £</i>
RECEIPTS AND PAYMENTS ACCOUNT				
Receipts				
<i>Voluntary Receipts</i>				
Regular Giving	9,138	69	9,207	8,122
Appeals and Donations	3,416	4,460	7,876	10,176
Sponsorship	2,687	-	2,687	-
Gift Aid	3,143	-	3,143	2,365
<i>Activities for generating funds</i>				
Events & Subscriptions	7,645	-	7,645	1,277
Receipt of volunteer fees	-	100	100	590
Total Receipts	26,029	4,629	30,658	22,530
Payments				
<i>Cost of generating funds</i>				
Cost of generating voluntary receipts	4,518	-	4,518	3,554
<i>Cost of charitable activities</i>				
Equipment costs	1,282	288	1,570	-
Project Running Costs	17,045	3,449	20,494	7,453
Other Costs	1,731	200	1,931	1,904
Staffing Costs	3,600	-	3,600	3,854
Total Payments	28,176	3,937	32,113	16,765

Net receipts / (payments)	- 2,147	692	-	1,455	5,765
Transfers between funds	-	-	-	-	-
Total movement in funds	- 2,147	692	-	1,455	5,765
Total funds brought forward	8,745	4,797	13,542	7,777	
Total funds carried forward	6,598	5,489	12,087	13,542	

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 December 2022

	<i>General Fund</i>	<i>Restricted Fund</i>	<i>Total Funds 2022</i>	<i>Total Funds 2021</i>
	<i>To Nearest £</i>	<i>To Nearest £</i>	<i>To Nearest £</i>	<i>To Nearest £</i>
STATEMENT OF ASSETS AND LIABILITIES				
Cash Funds				
Savings Account	3,614	-	3,614	3,611
Current Account	2,983	5,489	8,472	9,931
Total cash funds	6,598	5,489	12,087	13,542

The attached notes form part of these financial statements

The financial statements have been approved and signed by the trustees:

Richard Beales

Chairman

1st July 2023



Section A

Independent Examiner's Report

Report to the trustees

Charity Name
Onside Ministries

On accounts for the year
ended

31/12/2022

Charity no
(if any)

1149686

Set out on pages

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/12/2022.

Responsibilities and
basis of report

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

[The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of [insert name of applicable listed body]]. *Delete [] if not applicable.*

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below *) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the 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.

* *Please delete the words in the brackets if they do not apply.*

Signed:

Date:

13/07/2023

Name:

Charlotte Mihailovic

Relevant professional

ICAEW - ACA qualified accountant

**qualification(s) or body
(if any):**

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Address:

238 Worple Road

Staines

TW18 1HE

Section B

Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

**Give here brief details of
any items that the
examiner wishes to
disclose.**

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