

REGISTERED CHARITY NUMBER: 1150662

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024
FOR
THE MASON FOUNDATION

THE MASON FOUNDATION

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FOR THE YEAR ENDED 31 DECEMBER 2024**

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THE MASON FOUNDATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2024

The trustees present their report with the financial statements of the charity for the year ended 31 December 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The Mason Foundation exists to create sustainable, scalable solutions that empower vulnerable communities. Our mission is to build a future where everyone has opportunities to lead active, healthier, and fulfilled lives. The charity focuses on driving systemic change to address inequalities through locally driven support, with local people at the heart of delivery.

Significant activities

2024 marked the start of our ambitious 'Empowering Futures' strategy (2024-2026), setting out our bold roadmap to drive change towards a fairer society. We began the year with clear objectives focused on scaling our impact in key regions whilst strengthening our foundation for sustainable growth.

Strategic Objectives for 2024

We set out to:

- Focus and expand our delivery in three key regions: South East, Midlands, and North West
- Build team capacity with three dedicated Training and Support Workers
- Expand our network of volunteers (Ambassadors, Champions and Mentors) to 500+ delivering our various programmes and activities
- Reach 3,750 beneficiaries

Programme Integration

A key focus for 2024 was the seamless integration of our Community Mile and Propel programmes, embedding links between physical activity and employability. This integrated approach aimed to create a holistic support system for Champions to support those most vulnerable individuals on journey to leading active, fulfilled lives and meaningful employment using the power of physical activity as a vehicle to drive transferable skill development.

Community Engagement

We committed to engaging with diverse local communities, educational institutions, and businesses, empowering supportive networks that encourage inclusivity and remove barriers whilst empowering and supporting the development of vital employability skills. Our approach centred around supporting local people to drive sustainable change within their communities.

Building Local Capacity

Central to our 2024 objectives was building local capacity through:

- Training and empowering Propel Mentors and Community Champions
- Equipping local people with skills to support their communities long-term
- Developing sustainable community-led solutions
- Creating pathways for vulnerable individuals to access opportunities

This foundation year of our Empowering Futures strategy focused on establishing robust delivery mechanisms and partnerships that will support our ambitious growth plans through to 2026.

THE MASON FOUNDATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2024

OBJECTIVES AND ACTIVITIES

Overview of Activities and Impact

Community Mile Programme

- Successfully expanded delivery across South East, West Midlands, and North West regions
- Trained and supported over 300 Community Mile Champions
- Established sustainable weekly activities in target communities
- Successfully integrated delivery across 7 National Trust sites, breaking down barriers to access heritage locations
- Demonstrated significant health impacts with 86% of participants reporting improved physical health and 78% reporting enhanced emotional wellbeing

Propel Programme

- Delivered vocational support to young neurodivergent people across education and workplace settings
- Trained over 100 Propel Mentors
- Established new partnerships with major employers including Royal Mail, Hilton Hotels, Whitbread and Oakland International
- Awarded funding to launch the Propel online Portal (Propel Pathways) supporting neurodivergent people nationally towards paid employment

Bespoke Community Impact Projects

- Piloted intergenerational activities
- Developed eco-garden projects promoting environmental awareness and community engagement
- Implemented targeted social impact workshops

Public benefit

The charity constitutes a public benefit entity.

ACHIEVEMENT AND PERFORMANCE

Charitable activities

The past year has marked significant growth and achievement for the Mason Foundation, with our reach extending well beyond our initial targets. We are proud to have served over 7,500 beneficiaries, substantially exceeding our projected engagement goals. We are proud of our geographical expansion, with successful integration of services across the East Midlands, South West, and Northern regions, allowing us to support more individuals and communities in need.

A major milestone this year was achieving our own Level 3 Disability Confident Leader status, reinforcing our commitment to inclusive practices, ensuring The Mason Foundation leads by example. We have continued to strengthen our strategic partnerships, maintaining positive collaborations with Sport England, The National Trust, and numerous housing associations, alongside other aligned organisations. These partnerships have enhanced our service delivery capabilities and broadened our impact across sectors.

The introduction of our National Youth Ambassadors programme has ensured we are actively embedding youth voice throughout our organisation, ensuring our services remain relevant and responsive to the needs of our young people.

FINANCIAL REVIEW

Principal funding sources

This charity receives grants and funding from organisations to conduct charitable activities and projects aligned to The Community Mile, Propel and bespoke community impact. During the year, it received funding totalling £327,625 (2023: £300,364).

THE MASON FOUNDATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2024

FINANCIAL REVIEW

Financial Management and Controls

The Mason Foundation maintains robust financial governance systems to ensure appropriate management of charitable funds.

Our financial operations are overseen by our CEO and Chairman, who meet monthly to review finances and report back to the board of trustees on a quarterly basis to review financial performance against budgets and ensure compliance with financial regulations.

Day-to-day financial administration is managed by our central team, with support from an external accountancy (Wells Associates) that provides accounting services and prepares quarterly management accounts. All expenditure requires dual authorisation in accordance with our financial procedures policy, with different thresholds of authorisation depending on the value of transactions.

The charity uses Xero (a cloud-based accounting software) that enables real-time financial reporting and monitoring. Regular financial reports are presented to the Board of Trustees at their quarterly meetings, allowing for timely decision-making and financial oversight.

An annual independent examination of our accounts is conducted in compliance with charity law requirements, providing additional assurance on the accuracy and completeness of our financial reporting.

Reserves policy

Unrestricted funds reserves are maintained to cover governance costs and to respond to various application of grants and donations.

Restricted fund reserves are held to be used within certain restrictions of the relevant funds received.

The charity holds restricted funds of £53,876 (2023: £72,437) these will be used for the events in 2024 and beyond. Total Unrestricted funds held was £44,000 (2023: £NIL). The total funds held were £97,876 (2023: £72,437).

Going concern

The trustee's have reviewed going concern and consider there to be no material uncertainties of the charity's ability to continue as a going concern.

FUTURE PLANS

Looking ahead to 2025, The Mason Foundation have established ambitious yet achievable objectives to further extend our impact. We plan to significantly expand our operational capacity by establishing 11 people within our team. This expansion will enable us to reach our target of supporting 15,000 beneficiaries and our extensive training programme that will prepare 1,000 Propel Mentors and Community Champions.

UK growth features prominently in our strategy, with planned extension of our services into Wales, Scotland as well as further growth across England. We anticipate technology will play a key role in our development through the launch of the Propel Pathways Portal, enabling us to reach more beneficiaries through innovative digital solutions. We are also focusing on strengthening our neuroinclusive employment partnerships, creating more pathways to meaningful employment for our beneficiaries.

To ensure long-term sustainability, we are developing new funding streams through corporate delivery programmes, diversifying our income sources whilst sharing our expertise with the corporate sector.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Charitable Trust is constituted by Trust Deed dated 16 November 2012, and its objects to apply as appropriate the income and the whole or any part or parts of the Charitable Trust at any time or from time to time generally for such purposes or objects which are for the benefit of the public and are recognised as exclusively Charitable according to the Law of England and Wales as the trustees in their absolute discretion may think fit.

THE MASON FOUNDATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of new trustees

The trustees delegate the day to day responsibility for the administration of the Charity to Ms Anna Skeats (CEO).

Trustees are appointed by resolution of the existing trustees. When a new trustee is so appointed, a memorandum of his/her appointment shall be prepared.

Following appointment, new trustees are introduced to their new role and given copies of the trust deed and a guide to the policies and procedures adopted by our charity. A number of publications from the Charity Commission are also provided including the guidance on charities and public benefit. This ensures that new trustees are aware of the scope of their responsibilities under the Charities Act. Initially, new trustees work with existing trustees assisting on particular activities and projects run by the Charity. After satisfactory feed back from existing trustees they are then given the task of leading a particular activity or project, reporting progress at trustees' meetings.

Organisational structure

The Mason Foundation operates with a clear organisational structure designed to efficiently deliver its charitable objectives while maintaining proper governance and accountability.

Leadership and Management

The charity is led by a Chief Executive Officer, Anna Skeats who reports directly to the Board of Trustees. The CEO is supported by a Senior Leadership Team comprising:

- Head of Operations - responsible for overseeing all delivery activities
- Business and Governance Manager - managing administrative functions and financial operations
- Partnerships and Development Manager - leading on stakeholder engagement and operational delivery

Staffing Structure

The charity currently employs a core team of 10 staff members, of which 8 are part-time staff.

Remote hub-based work

The Mason Foundation team operate from home, with no one central base, to keep overheads to a minimum. Our delivery team are regionally spread with a geographical presence across the South, Midlands, North of England and Scotland.

Systems and Processes

The charity maintains comprehensive operational systems including:

- HR policies and procedures that ensure compliance with employment legislation and best practice
- Quality assurance frameworks to maintain consistent service delivery
- Data protection procedures compliant with GDPR requirements
- Health and safety policies to safeguard staff, volunteers, and beneficiaries

Related parties

The trustees consider the board of trustees as comprising the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day to day basis.

During the year, no trustees of the charity were paid remuneration. Details of trustee expenses and related party transactions are disclosed in the notes to the accounts.

THE MASON FOUNDATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

The Trustees examine the major strategic, business and operational risks, which the charity faces regularly. The charity actively reviews the major risks which it faces on a regular basis and believes that maintaining reserves at current levels, combined with an annual review of the controls over key financial systems, will provide sufficient resources in the event of adverse conditions.

The charity require all its staff and people working for the Charity to complete appropriate Disclosure and Barring Service (DBS) check. This is policy is regularly reviewed for all those who work with children or other vulnerable groups.

The trustees are satisfied that systems are in place, or arrangements are in hand, to manage the risks that have been identified.

The trustees have complied with the duty under the Charities Act to have due regard to guidance published by the Charity Commission including public benefit guidance.

Going Concern

The trustees have reviewed the charity's financial position and consider there to be no material uncertainties about The Mason Foundation's ability to continue as a going concern. Key factors supporting this assessment include: the charity's increased income in 2024 (£327,625 compared to £300,364 in 2023), a positive net movement in funds (£25,439), establishment of unrestricted reserves (£44,000), a healthy cash position (£184,223), and a strong pipeline of secured funding for planned activities in 2025. In addition, the successful diversification of income streams through the development of the Propel programme and expansion of geographical reach has strengthened the organisation's financial resilience and sustainability.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1150662

Principal address

7 Lansdowne Road
TUNBRIDGE WELLS
Kent
TN1 2NG

Trustees

S P Mason Chair
J Sumner
K Downing
M Ebdell
S Mason

Independent Examiner

Holly Jackson ACCA
Wells Associates
Ground Floor Oakhurst House
77 Mount Ephraim
Tunbridge Wells
Kent
TN4 8BS

THE MASON FOUNDATION

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2024**

Bankers

NatWest Bank
3rd Floor Wellington Gate
7/9 Church Road
Tunbridge Wells
Kent
TN1 1HT

Coutts Bank

440 Strand
London
WC2R 0QS

Approved by order of the board of trustees on 4th April 2025 and signed on its behalf by:



.....
S P Mason - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE MASON FOUNDATION

Independent examiner's report to the trustees of The Mason Foundation

I report to the charity trustees on my examination of the accounts of The Mason Foundation (the Trust) for the year ended 31 December 2024.

Responsibilities and basis of report

As the charity trustees of the Trust 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 Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Trust as required by Section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do 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.



Holly Jackson ACCA

Wells Associates
Ground Floor Oakhurst House
77 Mount Ephraim
Tunbridge Wells
Kent
TN4 8BS

Date: 30/05/25

THE MASON FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	Unrestricted fund £	Restricted fund £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		-	327,626	327,626	300,364
EXPENDITURE ON					
Charitable activities					
The Community Miles		-	58,480	58,480	73,740
Overheads		-	243,707	243,707	218,964
Total		-	302,187	302,187	292,704
NET INCOME		-	25,439	25,439	7,660
Transfers between funds	9	44,000	(44,000)	-	-
Net movement in funds		44,000	(18,561)	25,439	7,660
RECONCILIATION OF FUNDS					
Total funds brought forward		-	72,437	72,437	64,777
TOTAL FUNDS CARRIED FORWARD		44,000	53,876	97,876	72,437

The notes form part of these financial statements

THE MASON FOUNDATION

**STATEMENT OF FINANCIAL POSITION
31 DECEMBER 2024**

	Notes	Unrestricted fund £	Restricted fund £	2024 Total funds £	2023 Total funds £
FIXED ASSETS					
Tangible assets	6	-	474	474	1,010
CURRENT ASSETS					
Debtors	7	-	54,226	54,226	10,698
Cash at bank		44,000	140,223	184,223	120,038
		44,000	194,449	238,449	130,736
CREDITORS					
Amounts falling due within one year	8	-	(141,047)	(141,047)	(59,309)
NET CURRENT ASSETS		44,000	53,402	97,402	71,427
TOTAL ASSETS LESS CURRENT LIABILITIES		44,000	53,876	97,876	72,437
NET ASSETS		44,000	53,876	97,876	72,437
FUNDS	9				
Unrestricted funds				44,000	-
Restricted funds				53,876	72,437
TOTAL FUNDS				97,876	72,437

The financial statements were approved by the Board of Trustees and authorised for issue on 4th April 2025 and were signed on its behalf by:



.....
S P Mason - Trustee

The notes form part of these financial statements

THE MASON FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Preparation of the accounts on a going concern basis

The Trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

During the year ended 31 December 2024, the Mason Foundation received grants in advance for the events planned to take place in 2025 and onwards, therefore these funds were deferred in the accounts.

The total amount deferred for the year ended 31 December 2024 amounts to £132,251.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer equipment - 33.33% on cost

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Cash at bank and in hand

Cash at bank and 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.

Creditors and provisions

Creditors and provisions are recognised when 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.

THE MASON FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 DECEMBER 2024

2. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2024 nor for the year ended 31 December 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2024 nor for the year ended 31 December 2023.

3. STAFF COSTS

	2024 £	2023 £
Wages and salaries	207,710	183,086
Social security costs	12,841	11,219
Other pension costs	4,386	3,809
	<u>224,937</u>	<u>198,114</u>

The average monthly number of employees during the year was as follows:

	2024	2023
Support Staff	<u>8</u>	<u>7</u>

No employees received emoluments in excess of £60,000.

4. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	-	300,364	300,364
EXPENDITURE ON			
Charitable activities			
The Community Miles	-	73,740	73,740
Overheads	-	218,964	218,964
Total	-	292,704	292,704
NET INCOME	-	7,660	7,660
RECONCILIATION OF FUNDS			
Total funds brought forward	-	64,777	64,777
TOTAL FUNDS CARRIED FORWARD	-	<u>72,437</u>	<u>72,437</u>

THE MASON FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 DECEMBER 2024

5. GOVERNANCE COSTS

Governance costs include payments of £2,880 (2023: £2,742) for independent examination fees and payments of £1,151 (2023: £1,528) for other services including the provision of accounting software.

6. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 January 2024	5,091
Additions	711
At 31 December 2024	5,802
DEPRECIATION	
At 1 January 2024	4,081
Charge for year	1,247
At 31 December 2024	5,328
NET BOOK VALUE	
At 31 December 2024	474
At 31 December 2023	1,010

7. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade debtors	22,845	8,881
Accrued income	29,656	-
Prepayments	1,725	1,817
	54,226	10,698

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Social security and other taxes	4,542	5,094
Other creditors	1,294	301
Accruals and deferred income	135,211	53,914
	141,047	59,309

During the year ended 31 December 2024, the Mason Foundation received grants in advance for the events planned to take place in 2025 and onwards, therefore these funds were deferred in the accounts.

The total amount deferred for the year ended 31 December 2024 amounts to £132,251.

Other creditors relate to amounts owed in respect of the defined contribution pension scheme.

THE MASON FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2024

9. MOVEMENT IN FUNDS

	At 1.1.24 £	Net movement in funds £	Transfers between funds £	At 31.12.24 £
Unrestricted funds				
General fund	-	-	44,000	44,000
Restricted funds				
Restricted funds	72,437	25,439	(44,000)	53,876
TOTAL FUNDS	<u>72,437</u>	<u>25,439</u>	<u>-</u>	<u>97,876</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Restricted funds			
Restricted funds	327,626	(302,187)	25,439
TOTAL FUNDS	<u>327,626</u>	<u>(302,187)</u>	<u>25,439</u>

Comparatives for movement in funds

	At 1.1.23 £	Net movement in funds £	At 31.12.23 £
Restricted funds			
Restricted funds	64,777	7,660	72,437
TOTAL FUNDS	<u>64,777</u>	<u>7,660</u>	<u>72,437</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Restricted funds			
Restricted funds	300,364	(292,704)	7,660
TOTAL FUNDS	<u>300,364</u>	<u>(292,704)</u>	<u>7,660</u>

THE MASON FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 DECEMBER 2024

9. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.1.23 £	Net movement in funds £	Transfers between funds £	At 31.12.24 £
Unrestricted funds				
General fund	-	-	44,000	44,000
Restricted funds				
Restricted funds	64,777	33,099	(44,000)	53,876
TOTAL FUNDS	<u>64,777</u>	<u>33,099</u>	<u>-</u>	<u>97,876</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Restricted funds			
Restricted funds	627,990	(594,891)	33,099
TOTAL FUNDS	<u>627,990</u>	<u>(594,891)</u>	<u>33,099</u>

Transfers between funds

During the year, the trustees made the decision to transfer £44,000 from restricted funds to unrestricted reserves. This transfer was strategically implemented to establish appropriate free reserves in line with the charity's reserves policy, which aims to maintain 3-6 months of operating costs as unrestricted funds. This action strengthens the organisation's financial sustainability, provides a buffer against unforeseen circumstances, and supports the continued growth of The Mason Foundation's activities as outlined in our 'Empowering Futures' strategy. The transferred funds were not required for restricted purposes as those programme objectives had been met, allowing for this reallocation to support the charity's overall financial resilience.

10. RELATED PARTY DISCLOSURES

Miss Sophie Mason a trustee of the Mason Foundation is the daughter of Mr. Stephen Mason, the Chairperson of the Mason Foundation. Sophie Mason was paid throughout the year for her services as 'Virtual Assistant' and 'Marketing & Communications Support', a working arrangement that was signed off and approved by the board of trustees, amounting to £20,486 (2023: £18,315).

The charity invoiced Mason Consulting Limited, a company owned and controlled by Mr Stephen Mason, £15,910 (2023: £11,905) in relation to workshops and training provided. No amounts were due from Mason Consulting Limited at the year end.

THE MASON FOUNDATION

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2024**

	2024 £	2023 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations		
Training income	300,856	288,459
	26,770	11,905
	<u>327,626</u>	<u>300,364</u>
Total incoming resources	327,626	300,364
EXPENDITURE		
Charitable activities		
Advertising	5,750	4,196
Charitable event costs	52,730	69,544
	<u>58,480</u>	<u>73,740</u>
Support costs		
Management		
Wages		
Social security	207,710	183,086
Pensions	12,841	11,219
Insurance	4,386	3,809
Telephone	1,983	1,686
Postage and stationery	1,128	2,098
Sundries	525	631
Subscriptions	350	1,791
Computer costs	677	4,041
Entertainment	1,331	966
Computer equipment	223	-
Staff travel	1,247	1,101
	<u>7,192</u>	<u>4,115</u>
	239,593	214,543
Finance		
Bank charges	83	70
Governance costs		
Accountancy and legal fees	4,031	4,351
Total resources expended	<u>302,187</u>	<u>292,704</u>
Net income	<u>25,439</u>	<u>7,660</u>

This page does not form part of the statutory financial statements