

REGISTERED CHARITY NUMBER: 1150662

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025
FOR
THE MASON FOUNDATION**

THE MASON FOUNDATION

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FOR THE YEAR ENDED 31 DECEMBER 2025**

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THE MASON FOUNDATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2025

The trustees present their report with the financial statements of the charity for the year ended 31 December 2025. 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

2025 was the second year of our 'Empowering Futures' strategy (2024-2026). The year focused on innovation through digital platform development, shifting to more intensive direct delivery with young people, and building complete employment pathways through strategic partnerships.

Leadership Transition

In October 2025, Anna Skeats stepped down as CEO. Rosie Whitehead, who has been with The Mason Foundation since 2020 as Head of Operations and Engagement stepped into the Chief Operating Officer role.

Strategic Investments

We invested in two key areas during 2025:

Digital Innovation: Built Propel Pathways, our first fully digital platform using AI technology, funded by a £15,000 grant from the Worshipful Company of Information Technologists. This allows young people across the UK to access our Propel workshops regardless of geographical boundaries or funding cycles.

Direct Delivery Model: Following feedback from schools and community support organisations, we began delivering workshops directly to young people, providing more intensive, personalised support alongside our traditional mentor-training model.

Core Programmes

The charity delivers three core programmes:

Propel Programme: Mentorship and vocational development supporting neurodivergent young people (aged 14-25) into employment through workplace mentors, education mentors, and direct workshop delivery.

Community Mile Programme: Locally-led physical activity programmes building healthier, more connected communities through trained Community Champions.

Bespoke Community Support: Programmes that meet our charitable aims but don't neatly fit into Community Mile or Propel, including intergenerational activities, and targeted community projects.

Public benefit

The charity constitutes a public benefit entity.

THE MASON FOUNDATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2025

FINANCIAL REVIEW

Financial position

Income: £328,060 (2024: £327,626)

Expenditure: £367,994 (2024: £302,187)

Net deficit: £39,934 (2024: £25,439 surplus)

Year-end funds: £57,942 (2024: £97,876)

Cash at bank: £200,894 (2024: £184,223)

The deficit reflects strategic investment in team capacity and infrastructure. We grew from 8 staff members at the start of 2025 to 11 by year-end, adding three additional roles. Staffing costs increased from £224,937 in 2024 to £287,483 in 2025 to support development of Propel Pathways, deliver direct workshops, and establish presence in new regions.

Understanding the Deficit and Improved Cash Position

While accounts show a £39,934 deficit, cash improved from £184,223 to £200,894. This is explained by timing differences:

- The 2024 accounts included £29,656 of funding received in 2025 but already recognised as 2024 income
- Deferred income increased by approximately £8,000, as grants received in 2025 related to delivery in 2026+
- Trade debtors decreased from £22,845 to £2,095, meaning approximately £20,000 of cash received in 2025 related to 2024 invoices

The £140,278 in deferred income provides secured funding for 2026.

Principal funding sources

The charity receives grants and funding from trusts, foundations, statutory bodies, and corporate partners. During the year, we received total income of £328,060 (2024: £327,626), including grant funding and training income of £17,545 (2024: £26,770).

Financial Management and Controls

Financial operations are overseen by the Chief Operating Officer and Chair, who meet monthly and report to the Board of Trustees quarterly. Day-to-day financial administration is managed by our central team, with support from Wells Associates. The charity uses Xero cloud-based accounting software. All expenditure requires dual authorisation. An annual independent examination is conducted in compliance with charity law.

Reserves policy

Unrestricted fund reserves are maintained to cover governance costs and respond to grant and donation opportunities. Restricted fund reserves are held to be used within the restrictions of relevant funds received.

The charity holds restricted funds of (£9,025) (2024: £53,876). The deficit in restricted funds reflects timing differences between when restricted grant expenditure occurred and when the corresponding income is recognised, alongside the £140,278 in deferred income (grants received in 2025 for delivery in 2026 and beyond). Total unrestricted funds were £66,967 (2024: £44,000). Total funds were £57,942 (2024: £97,876).

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 include: secured funding pipeline of £140,278 deferred for 2026+ delivery; improved cash position of £200,894 (2024: £184,223); improved unrestricted reserves of £66,967 (2024: £44,000); the restricted fund deficit of (£9,025) reflects timing differences in grant expenditure and income recognition, covered by deferred income and developing unrestricted reserves; strong relationships with funders demonstrated by multi-year commitments; and successful geographic diversification. The 2025 deficit represents strategic investment in infrastructure that positions us for sustainable growth.

THE MASON FOUNDATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2025

FUTURE PLANS

2026 Objectives

- Launch Propel Pathways in early 2026, making workshops accessible UK-wide with employer packages following in summer
- Deliver contracted programmes in Scotland (West Lothian) and launch our two-year Yorkshire programme
- Mature our Clear Links partnership, creating complete support from skills development through job matching to workplace support
- Build on our direct workshop delivery model informed by Youth Panels whilst maintaining mentor training programmes
- Develop earned income through Propel Pathways employer packages and corporate training whilst securing grant funding for community delivery

Economic Context

2025 was economically challenging. Our strategic investments in innovation, people, and partnerships position us to weather uncertainty and emerge stronger. We remain steady and poised for growth in 2026, with secured funding, improved cash reserves, and infrastructure for sustainable scaling.

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.

Recruitment and appointment of new trustees

Trustees delegate day-to-day responsibility for administration to the Chief Operating Officer. Trustees are appointed by resolution of existing trustees. Following appointment, new trustees receive copies of the trust deed, guidance on policies and procedures, and Charity Commission publications including public benefit guidance.

Organisational structure

The charity is led by Chief Operating Officer Rosie Whitehead, appointed in October 2025 following Anna Skeats' departure as CEO, who reports to the Board of Trustees. The charity employed 11 staff members at 31 December 2025. The team operates remotely with no central office, with regional presence across the South, Midlands, North of England, and Scotland.

The charity maintains HR policies, quality assurance frameworks, GDPR-compliant data protection procedures, and health and safety policies.

Related parties

The trustees consider the Board of Trustees as comprising key management personnel. During the year, no trustees received remuneration. Details of trustee expenses and related party transactions are disclosed in the notes to the accounts.

Risk management

The trustees have a duty to identify and review risks to which the charity is exposed and ensure appropriate controls are in place. The trustees examine major strategic, business, and operational risks regularly and believe that maintaining reserves at current levels, combined with annual review of controls over key financial systems, provides sufficient resources in the event of adverse conditions.

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

The trustees are satisfied that systems are in place to manage identified risks. 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.

The trustees confirm they have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to public benefit guidance. The Mason Foundation's activities provide clear public benefit through supporting neurodivergent young people to access employment opportunities; building community resilience through locally led physical activity programmes; delivering bespoke community, training mentors and champions who create lasting change; and working with employers to create inclusive workplaces.

THE MASON FOUNDATION

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2025**

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 (resigned 20.6.25)
M Ebdell
S Mason
J Eaton (appointed 28.10.25)
Dr A Norman (appointed 28.10.25)
D Roberts (appointed 20.10.25)
N Campbell (appointed 24.10.25) (resigned 4.3.26)

Independent Examiner

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

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 26th March 2026 and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'S P Mason', with a horizontal line underneath.

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 2025.

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: 28/04/26

THE MASON FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2025

	Notes	Unrestricted fund £	Restricted fund £	2025 Total funds £	2024 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		11,099	316,961	328,060	327,626
EXPENDITURE ON					
Charitable activities					
The Community Miles and Propel Programme		500	52,151	52,651	58,480
Overheads		-	315,343	315,343	243,707
Total		500	367,494	367,994	302,187
NET INCOME/(EXPENDITURE)		10,599	(50,533)	(39,934)	25,439
Transfers between funds	10	12,368	(12,368)	-	-
Net movement in funds		22,967	(62,901)	(39,934)	25,439
RECONCILIATION OF FUNDS					
Total funds brought forward		44,000	53,876	97,876	72,437
TOTAL FUNDS CARRIED FORWARD		66,967	(9,025)	57,942	97,876

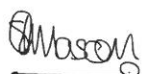
The notes form part of these financial statements

THE MASON FOUNDATION

**STATEMENT OF FINANCIAL POSITION
31 DECEMBER 2025**

	Notes	Unrestricted fund £	Restricted fund £	2025 Total funds £	2024 Total funds £
FIXED ASSETS					
Tangible assets	7	-	4,830	4,830	474
CURRENT ASSETS					
Debtors	8	-	3,901	3,901	54,226
Cash at bank		66,967	133,927	200,894	184,223
		<u>66,967</u>	<u>137,828</u>	<u>204,795</u>	<u>238,449</u>
CREDITORS					
Amounts falling due within one year	9	-	(151,683)	(151,683)	(141,047)
NET CURRENT ASSETS/(LIABILITIES)		<u>66,967</u>	<u>(13,855)</u>	<u>53,112</u>	<u>97,402</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>66,967</u>	<u>(9,025)</u>	<u>57,942</u>	<u>97,876</u>
NET ASSETS		<u>66,967</u>	<u>(9,025)</u>	<u>57,942</u>	<u>97,876</u>
FUNDS	10				
Unrestricted funds				66,967	44,000
Restricted funds				(9,025)	53,876
TOTAL FUNDS				<u>57,942</u>	<u>97,876</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 26th March 2026 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 2025

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 2025, the Mason Foundation received grants in advance for the events planned to take place in 2026 and onwards, therefore these funds were deferred in the accounts.

The total amount deferred for the year ended 31 December 2025 amounts to £140,278.

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 2025

2. OTHER

	2025 £	2024 £
Support costs	315,343	243,707

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2025 nor for the year ended 31 December 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2025 nor for the year ended 31 December 2024.

4. STAFF COSTS

	2025 £	2024 £
Wages and salaries	263,729	207,710
Social security costs	18,413	12,841
Other pension costs	5,341	4,386
	287,483	224,937

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

	2025	2024
Support Staff	10	8

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

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	-	327,626	327,626
EXPENDITURE ON			
Charitable activities			
The Community Miles and Propel Programme	-	58,480	58,480
Overheads	-	243,707	243,707
Total	-	302,187	302,187
NET INCOME	-	25,439	25,439
Transfers between funds	44,000	(44,000)	-
Net movement in funds	44,000	(18,561)	25,439
RECONCILIATION OF FUNDS			
Total funds brought forward	-	72,437	72,437
TOTAL FUNDS CARRIED FORWARD	44,000	53,876	97,876

THE MASON FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2025

6. GOVERNANCE COSTS

Governance costs include payments of £3,024 (2024: £2,880) for independent examination fees and payments of £1,757 (2024: £1,151) for other services including the provision of accounting software.

7. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 January 2025	5,802
Additions	6,890
At 31 December 2025	12,692
DEPRECIATION	
At 1 January 2025	5,328
Charge for year	2,534
At 31 December 2025	7,862
NET BOOK VALUE	
At 31 December 2025	4,830
At 31 December 2024	474

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Trade debtors	2,095	22,845
Accrued income	-	29,656
Prepayments	1,806	1,725
	<u>3,901</u>	<u>54,226</u>

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Trade creditors	973	-
Social security and other taxes	6,011	4,542
Other creditors	1,461	1,294
Accruals and deferred income	143,238	135,211
	<u>151,683</u>	<u>141,047</u>

During the year ended 31 December 2025, the Mason Foundation received grants in advance for the events planned to take place in 2026 and onwards, therefore these funds were deferred in the accounts.

The total amount deferred for the year ended 31 December 2025 amounts to £140,278.

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 2025

10. MOVEMENT IN FUNDS

	At 1.1.25 £	Net movement in funds £	Transfers between funds £	At 31.12.25 £
Unrestricted funds				
General fund	44,000	10,599	12,368	66,967
Restricted funds				
Restricted funds	53,876	(50,533)	(12,368)	(9,025)
TOTAL FUNDS	<u>97,876</u>	<u>(39,934)</u>	<u>-</u>	<u>57,942</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	11,099	(500)	10,599
Restricted funds			
Restricted funds	316,961	(367,494)	(50,533)
TOTAL FUNDS	<u>328,060</u>	<u>(367,994)</u>	<u>(39,934)</u>

Comparatives for 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>

Comparative 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>

THE MASON FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 DECEMBER 2025

10. MOVEMENT IN FUNDS - continued

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

	At 1.1.24 £	Net movement in funds £	Transfers between funds £	At 31.12.25 £
Unrestricted funds				
General fund	-	10,599	56,368	66,967
Restricted funds				
Restricted funds	72,437	(25,094)	(56,368)	(9,025)
TOTAL FUNDS	<u>72,437</u>	<u>(14,495)</u>	<u>-</u>	<u>57,942</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 £
Unrestricted funds			
General fund	11,099	(500)	10,599
Restricted funds			
Restricted funds	644,587	(669,681)	(25,094)
TOTAL FUNDS	<u>655,686</u>	<u>(670,181)</u>	<u>(14,495)</u>

11. 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 £7,581 (2024: £20,486).

The charity invoiced Mason Consulting Limited, a company owned and controlled by Mr Stephen Mason, £14,650 (2024: £15,910) 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 2025**

	2025 £	2024 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	310,515	300,856
Training income	17,545	26,770
	<u>328,060</u>	<u>327,626</u>
Total incoming resources	328,060	327,626
EXPENDITURE		
Charitable activities		
Advertising	701	5,750
Charitable event costs	51,950	52,730
	<u>52,651</u>	<u>58,480</u>
Support costs		
Management		
Wages	263,729	207,710
Social security	18,413	12,841
Pensions	5,341	4,386
Insurance	2,184	1,983
Telephone	1,444	1,128
Postage and stationery	872	525
Advertising	114	-
Sundries	31	350
Subscriptions	1,581	677
Computer costs	3,946	1,331
Entertainment	301	223
Staff training	138	-
Computer equipment	2,534	1,247
Staff travel	9,835	7,192
	<u>310,463</u>	<u>239,593</u>
Finance		
Bank charges	99	83
Governance costs		
Accountancy and legal fees	4,781	4,031
	<u>367,994</u>	<u>302,187</u>
Total resources expended	367,994	302,187
Net (expenditure)/income	<u>(39,934)</u>	<u>25,439</u>

This page does not form part of the statutory financial statements