



CHARITY IT LEADERS

Registered Charity No: 1153226

TRUSTEES' ANNUAL
REPORT FOR THE
PERIOD ENDED 31ST
MARCH 2025



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Legal and Administrative Information

Chair

Matthew Paul Jago (stood down 24th January 2024)

Chair (Interim)

Laura Jane Dawson (appointed 25th January 2024)

Deputy Chair

Stuart McSkimming (appointed 7th December 2023)

Treasurer

Jonathan Andrew Curry (stood down 24th January 2024)

Matthew Paul Jago (appointed 25th January 2024)

Trustees

Richard John Bailey

Caroline Carruthers

Jonathan Andrew Curry

Susan Jane Crighton

Neil Simon Edmonds

Phillip Robert Edwards

Seth Abraham Harman

Anna Lynne Hoskins

Jane Louise Huntington

Stuart McSkimming

Laura Kay Moore

Chief Executive

Tree Hall

Registered Address

C/O Rodliffe Accounting Ltd

1 Canada Square. 37th Floor, Canary Wharf, London, England, E14 5AA

Registered Charity No

1153226

Independent Examiner

Audit & Accounts Pro Limited

Disley

The Hill Side

BR6 7SD

Report of the Trustees

Charity Details

Charity IT Leaders (CITL) is a CIO, a charitable incorporated organisation, formed on the 5th August 2013. The governing document of the CIO is its constitution which has not been materially changed since foundation.

Objectives and Activities

The objectives of CITL are the promotion for the public benefit of the efficiency and effectiveness of charities and not-for-profit organisations through the promotion of study, sharing of knowledge and advancement of the use of information technology.

We are a membership organisation where the member is the charity and are represented by their senior technology managers and other technology, data and digital specialist staff.

We achieve our objectives by:

- Member Meetings, where we invite speakers of interest and encourage debate and networking.
- Groups, formed to cover areas of interest to members, on any subject relevant to Information Technology.
- Our Annual Conference.
- Our website and social media tools.
- Participation in and presenting at events run by other organisations where there a clear relevance and benefit to doing so.
- Developing and delivering ad hoc initiatives that will enhance skills and knowledge within our membership.
- Working with sponsors and other partners to develop and deliver specialist content on topics of interest and importance to members.

The charity uses finance administrative services from Rodliffe Accounting. All Trustees are volunteers and receive no remuneration for their activities on behalf of the charity. They are elected at the Annual General Meeting which is held in December each year. Where a post is not filled the Trustees may co-opt an individual to fulfil the role until the next AGM. In January 2024, the Chair of Trustees stood down from chairing duties and an Interim Chair was appointed with the specific responsibility for recruiting a new chair through open competition.

The charity has two paid permanent employees. The staff team is responsible for the sustainable development of the organisation, improving member services and engagement, developing effective relationships with sponsors and other external partners, and for raising the profile and credibility of the organisation. In addition to the CEO, each trustee is responsible for the promotion of the charity, including raising awareness of the organisation, ensuring our content and events are relevant and support continued improvement in the use

of Technology, Data and Digital across the not-for-profit sector and for introducing new members and sponsors.

Report on Activities in the Period

Chair's Report

Laura Dawson

As the 2024/25 outgoing chair for Charity IT Leaders (CITL), I am delighted to hand over to Su Crighton.

In the period from April 2024 to March 2025 we have focused on continuing to strengthen the work of the team creating a stronger executive function where trustees can now focus on their governance role. In this period, we also introduced policy on length of tenure of trustees, bringing us into line with Charity Commission recommendations as well as running the recruitment for a new Chair.

What I am most proud of from CITL is the continued strengthening of relationships with other charity umbrella bodies and movers and shakers. The connection with the Charity HR Directors group is vitally important as together HR and Digital Technology are the drivers for change and growth in our sector when it is never more needed.

Other connections include support and engagement on the Charity Digital Code of Conduct, and I hope to see that continuing to remove the stigma of 'IT' and the barriers between those who consider themselves digital and those that consider themselves technologists – you are the same, all modes of delivery are needed, and no one is better than another. Only by these groups working together can we truly see going digital and digitising truly delivering the change charities need.

CITL continues to grow but the opportunity for further growth remains. Many charities are still not recognising the value of networking and peer connection and the enormous benefits this can bring.

Larger charities often still feel the need to eschew the sector thinking they will get more from playing with cross sector large organisations. While that is beneficial, they are missing a trick in connecting with their more agile, and often more innovative, smaller peers. In addition, they have a duty to support the sector, to ensure peers are making the best of what they have, and that everyone is learning.

2024/25 was a remarkable year for sponsor and third-party engagement with a steady stream of sector-ready companies willing and able to engage. As Chair, it is vital that the balance between members and sponsors is maintained, and that we remain driven by our members while providing value for our sponsors. I was delighted to champion both sponsor-led events and those that are member-only, and I know members value both types of event, and welcome the opportunity to have conversations with each other free from vendor engagement.

I would like to thank our CEO, Tree Hall who has led the organisation since 2020 and as we enter our 25th anniversary, I could not wish for a more inspiring, supportive and effective CEO. I would also like to thank all my fellow trustees both long-standing and more recent. You are a fantastic bunch of people to work with, and I extol you to carry on challenging and driving for the growth CITL needs, which will benefit all our members. The more we have, the more we all learn, and the more people, animals, and spaces benefit from what we do.

Su Crighton

It is my privilege and pleasure to take on the role of Chair for CITL, and I thank Laura, the trustees and the members, for entrusting me with this incredible opportunity. I passionately believe in the power of the charity sector, and the impact we can have on the societies we all live in.

I remember my time as a CITL member with great fondness and gratitude for all that I learnt and the connections I made. I'm hugely excited for the future, and for the potential that we have with the CITL community and the wider sector, to collaborate, innovate and drive change.

CITL is at a pivotal moment in its development. We have grown and developed considerably over the last five years, and we are ready to take the next step in achieving our ambitions for CITL and for the sector.

I look forward to working with all of you and hearing your thoughts for CITL and our community.

Thank you,

Laura Dawson and Su Crighton

Ex-Chair and Chair of Trustees

CEO's Report

It is with great pleasure that I present this year's CEO Report for Charity IT Leaders (CITL), covering the period from April 2024 to March 2025. This has been a year of meaningful progress, renewed collaboration, and continued commitment to supporting digital technology professionals and those in adjacent roles across the charity sector.

Over the past twelve months, CITL has continued to strengthen its role as a trusted community and knowledge hub for digital technology professional working in the nonprofit space. Our events programme remained central to our mission, offering members opportunities to connect, learn, and share expertise. Highlights included:

- **Monthly "Tea and Tech Talk" sessions**, which evolved into a two-part format: informal social check-ins followed by longer "Deep Dive" discussions. These sessions provided a valuable space for members to explore complex topics such as supplier challenges, AI adoption, and recruitment pressures.
- Our **Annual Conference** in October remained the flagship event in our calendar. 2024's event was our largest ever (although at time of writing 2025's event is shaping up to take that crown). Focused on "Putting People at the Heart of Technology" we combined case studies, workshops, masterclasses and panel discussion, and explored topics such as AI, data, digital transformation and the power skills necessary to be a successful digital technology leader in the 21st century.
- Our continued collaboration with sponsors and partners enabled us to deliver **joint events and workshops**, enhancing the diversity and relevance of our content, drawing on sector expertise and specialists, and increasing the reach and voice of CITL across the sector.

These events not only supported professional development, innovation and collaboration, but also reinforced the sense of community and network that is the true heart of CITL.

It's not only the CITL community that is growing; we have also expanded our team so that we can better support and serve our members and the wider sector. In January 2025 we welcomed Nabeelah Patel to the team as our Events Manager, enabling us to expand our events programme and deliver new events and exciting initiatives. February saw Safa Lakada join the team as our Events and Office Co-ordinator, working across our events portfolio and supporting our members. We also invested in our Trustees and Board with the appointment of Damion Gee as our Clerk to the Board.

Even as we celebrate the successes and achievements of the past year, we are also mindful of the challenges that lie ahead. The charity sector continues to face financial pressures, and digital technology is often the first area to face cost-cutting measures. In addition, we are seeing senior digital technology roles being downgraded, removing the voice for digital tech at the top level of organisations. This is hugely problematic, not just for technology, but for organisations as whole. Recruitment and retention of skilled professionals remains a concern, particularly in a competitive digital landscape. The impact of emerging technologies, the widening gap between smaller and larger charities in their access to digital technologies and increasing cybersecurity threats mean that we are operating in a highly challenging environment.

But we are optimistic and excited about what the future holds. The appetite for innovation is strong, and our members are increasingly exploring new technologies to improve service delivery and operational efficiency. The strength of the CITL community supports resilience and

excellence in the sector, while the desire for innovation and collaboration, and the passion and determination to succeed drive all of us to push hard no matter what barriers or obstacles we face.

I am passionate about this sector, and the incredible work we do. It is my huge privilege and pleasure to lead CITL through the next stage of our development, and to work with such incredible individuals and organisations.

I offer my sincere and heartfelt thanks to our members, sponsors, and partners for their continued support and engagement. I am hugely grateful to our Trustees for giving so freely and generously of their time and expertise. And I am fortunate to work with the most incredible team, all of whom go above and beyond for our community every single day. It is because of all of you that CITL is such a vibrant and impactful network.

Together, we are stronger, more connected, and more resilient and together we will succeed in changing our world for the better.

With best wishes,

Tree Hall

CEO

Public Benefit Statement

The Trustees confirm that they have complied with the duty in section 17 of the charities act 2011 to have due regard to the Charity Commission's general guidance on public benefit.

The Board of Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the aims and objectives and the planning of the charity's future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives set.

Reserves Policy

Our overall financial aim is to spend our income on charitable activities for our members, while retaining sufficient funds to enable us to recover from a poor conference, i.e. sufficient reserves to run the charity for a year, excluding conference costs.

Sources of income

We have two main sources of income:

- Membership fees and
- Sponsorship income.

The charity is VAT registered and does not claim any exemptions from VAT.

Major areas of expenditure

Our main areas of expenditure are:

- The annual conference
- Member and Special Interest Group meetings, although a significant number of these are now virtual
- Staff costs including costs
- Administration and financial management costs
- Website hosting and other software licences e.g. CRM

Independent Examiner's Report For the year ended 31 March 2025

CHARITY
IT LEADERS

I report to the trustees on my examination of the accounts of Charity IT Leaders ("the Charity") for the year ended 31 March 2025.

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 Charity'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 Charities Act; or
- the accounts did not accord with the accounting records; or
- 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

I have no concern 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.



Fatima Siddiqui ACA FCCA

For and on behalf of

Audit & Accounts Pro Limited

Chartered Accountants and registered Auditors

Date: 04/11/2025

Charity IT Leaders

Statement of Financial Activities For the year ended 31 March 2025

	Note	Unrestricted Funds 2025 £	Unrestricted Funds 2024 £
Income and endowments from :			
Charitable activities	2	202,690	169,580
Investments	3	272	165
		<hr/>	<hr/>
Total incoming resources		<u>202,962</u>	<u>169,745</u>
Expenditure on:			
Charitable activities	4	(144,445)	(123,874)
Other		(1,760)	(9,448)
		<hr/>	<hr/>
Total resources expended		<u>(146,205)</u>	<u>(133,322)</u>
Net movement in funds		56,758	36,423
Fund balances brought forward at 1 April 2024		<u>83,751</u>	<u>47,328</u>
Fund balances carried forward at 31 March 2025		<u>140,508</u>	<u>83,751</u>

All gains and losses arising in the period have been included in the Statement of Financial Activities.

The notes on pages 11 to 13 form part of these financial statements.

All funds in both 2024 and 2025 are unrestricted.

Charity IT Leaders

Balance Sheet 31 March 2025

	Note	2025 £	2025 £	2024 £	2024 £
Fixed Asset		1,302		-	
Current assets	6	60,377		126,761	
Debtors					
Cash at bank and in hand		<u>163,003</u>		<u>88,173</u>	
		224,682		214,935	
Creditors: Amounts falling due within one year	7	<u>(84,174)</u>		<u>(131,183)</u>	
Net current assets			<u>140,508</u>		<u>83,751</u>
Total assets less current liabilities			<u><u>140,508</u></u>		<u><u>83,751</u></u>
 Funds					
Unrestricted funds:					
General fund	8		<u>140,508</u>		<u>83,751</u>
Total charity funds			<u><u>140,508</u></u>		<u><u>83,751</u></u>

The notes on pages 11 to 13 form part of these financial statements.

The accounts were approved and authorised for issue by board on
and signed on its behalf by:

.....

.....

Trustee

Trustee

1 Accounting policies

1.1 Basis of preparation of the Financial Statements

The financial statements have been prepared in accordance with the 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 (The FRS 102 Charities SORP, second edition October 2019) and the Charities Act 2011.

Going concern

The Board have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The Board have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the Board have considered the charity's forecasts and impact on income sources and have concluded that the use of the going concern basis remains appropriate.

1.2 Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

1.3 Incoming resources

All income is recognised in the Statement of Financial Activities when the conditions for the receipt have been met and there is reasonable assurance of receipt.

Conference income is recognised in the period in which the event takes places.

Annual sponsorships and subscriptions are recognised evenly over the subscription period.

1.4 Resources expended

Expenditure is recognised on an accrual basis as a liability when incurred. Expenditure is net of any VAT and is reported as part of the expenditure to which it related:

- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes all costs excluding governance costs.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the independent examiners fees and costs linked to the strategic management of the charity.

Charity IT Leaders

Notes to the financial statements For the year ended 31 March 2025

2. Income from charitable activities	2025	2024
	£	£
Donations Received	0.00	1,261
Annual Sponsorship	84,278	90,663
Conference - Sponsorship	8,745	5,636
Conference - Accommodation	21,887	16,040
Membership	87,780	55,980
	<u>202,690</u>	<u>169,580</u>
3. Investment income		
	2025	2024
	£	£
Bank interest receivable	<u>272</u>	<u>165</u>

4. Expenditure on charitable activities

	2025	2025	2025	2024
	£	£	£	£
	Direct costs	Support Costs	Total	Total
Conference	64,978	-	64,978	50,752
Meeting Cost	-	-	-	-
Salaries and wages	-	70,095	70,095	59,626
Advertisement and Promotion	-	1,564	1,564	-
Membership services	-	-	-	7,445
Accountancy fee	-	1,760	1,760	9,448
Computer running costs	-	4,206	4,206	2,040
Sundry expenses		3,602	3,602	4,012
	<u>64,978</u>	<u>81,227</u>	<u>146,205</u>	<u>133,323</u>

Expenditure on charitable activities

	2024	2024	2024
	£	£	£
	Direct costs	Support Costs	Total
Conference	50,752	-	50,752
Meeting costs	0.0	-	0.00
Salaries and wages	-	59,626	59,626
Membership services	-	7,445	7,445
Accountancy Fee	-	9,448	9,448
Computer running costs	-	2,040	2,040
Sundry expenses		4,012	4,012
	<u>50,752</u>	<u>82,571</u>	<u>133,323</u>

Staff costs	2025	2024
	£	£
Salaries and wages	68,581	58,266
Employer's pension contributions	<u>1,514</u>	<u>1,360</u>
	<u>70,095</u>	<u>59,626</u>

Average number of employees was 5 (2025).

Employees received emoluments more than £60,000 (2025: 5).

Other expenditure

	2025	2024
	£	£
Governance Cost:		
Independent examiner's fee	<u>2,000</u>	<u>2,000</u>
	<u>2,000</u>	<u>2,000</u>

5. During the year none of the trustees received any remunerations or benefits (2025: £nil).

During the year the trustees were reimbursed £nil in expenses (2025: £nil).

6. Debtors

	2025	2024
	£	£
Trade debtors	58,122	124,200
Prepayments	2,255	2,541
VAT Receivable	-	-
Other debtors	<u>-</u>	<u>20</u>
	<u>60,377</u>	<u>126,761</u>

7. Creditors: Amounts falling due within one year

	2025	2024
	£	£
Trade creditors	1,561	6,850
VAT Payable	2,239	3,529
Accruals and Deferred income	69,097	119,545
Other Creditors	316	239
Other Taxation and Social security	<u>10,961</u>	<u>1,020</u>
	<u>84,174</u>	<u>131,183</u>

Deferred income relates to amounts received in advance for membership income.

Deferred income b/fwd	113,145
Membership income received in advance	101,600
Amounts released from previous years	<u>(147,778)</u>
Deferred income c/fwd	66,967

8. Analysis of movement of funds

	Balance at 1 Apr 2024	Incoming resources	Outgoing resources	Balance at 31 Mar 2025
Unrestricted Funds	83,751	202,962	(146,205)	140,508
	<u>83,751</u>	<u>202,962</u>	<u>(146,205)</u>	<u>140,508</u>

9. Analysis of net assets

	Unrestricted Funds 2025	Unrestricted Funds 2024
Fixed Asset	1,303	-
Current assets	223,380	214,935
Creditors due within one year	(84,174)	(131,183)
Net Assets	<u>140,508</u>	<u>83,751</u>

10. Related Parties

There were no related party transactions during the year.