



**CHARITY COMMISSION**  
FOR ENGLAND AND WALES

## **Trustees' Annual Report for the period**

**January 1<sup>st</sup> 2024 to December 31<sup>st</sup> 2024**

**Charity name: Increase Trust UK (ITUK)**

**Charity registration number: 1158018**

### **Objectives and Activities**

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	The purposes of the charity are to advance the Christian faith for the benefit of the public by supporting adult education and training programmes which lead to discipleship and ministry.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	<p>In 2024 we have continued to focus on supporting the Increase Association as the Association serves church-based training organizations across Asia.</p> <p>The main focus of the year has been on four Strategic Regional Workshops bringing together small leadership teams from Increase Core Member Organisations for training, sharing experience, learning from each other and praying together. These workshops were planned in consultation with Increase Core Member Organisations and have strengthened regional connection and collaboration.</p>
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	The trustees have had regard for public benefit, in line with the Charity Commissions, public benefit guidance, when making decisions about the purpose and for whose benefit funds have been spent. The trustees have aimed to ensure that all monies spent to support church-based training in Asia and Asian diaspora. To this end, accounts are kept in line with Commission guidelines. The General Secretary of the Increase Association presents a written report to the trustees at every Board Meeting to highlight the outcomes and impact of monies spent.

**Additional information (optional)**

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	Requests for grants from the Increase Association are scrutinised by the Executive Team of the Increase Association and the Board of ITUK. Requests for grants made directly to ITUK are examined first by the ITUK chair and shared with the board at the next meeting if the request is clearly congruent with the purposes of the charity.
Policy on social investment including program related investment	Para 1.38	ITUK does not undertake social investment or programme related investment
Contribution made by volunteers	Para 1.38	With the exception of the trustees, the charity has no volunteers.
Other		

**Achievements and Performance**

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	<p>The main focus of the year has been on Strategic Regional Workshops bringing together local TEE groups from regions facing similar circumstances to share experience and good practice and to learn and pray together. These workshops are planned to bring greater collaboration and to strengthen regional organisations.</p> <p>The work of the charity has also encouraged the building of partnerships with other organisations who are involved in church-based training, and partnerships between Increase member organizations (church-based training) and institutions offering formal theological education.</p> <p>In addition, existing initiatives have been strengthened, with Increase Association developing connections with the International Council for Evangelical Theological Education, the Asia Theological Association and the Global Pastoral Training Alliance.</p>

**Additional information (optional)**

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	
Performance of fundraising activities against objectives set	Para 1.41	
Investment performance against objectives	Para 1.41	
Other		

## Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	<p>The total income for the year was £133k mainly from donations. Gifts from key major donors totalled just over £86.5 k with various smaller donations including donations from individuals contributing £42 k</p> <p>The total funds at year end stood at £ £63,597 of which £ 26,933 were restricted funds.</p> <p>We are not aware of any post year end events or liabilities which would materially impact the financial strength of ITUK.</p>
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	<p>From 2024, ITUK aims to maintain nine months of fixed expenditure in reserves. The fixed expenditure is defined as committed costs such as Increase Association staff salaries, rent for the Increase Office, stationery and general overheads which remain fixed regardless of the level of activities as defined in our management account reports. Reserves are held so that, should funds to operate reach a critical level, the charity can continue to operate whilst the situation is rectified and new funds are raised.</p>
Amount of reserves held	Para 1.22	£ 36,664
Reasons for holding zero reserves	Para 1.22	n/a
Details of fund materially in deficit	Para 1.24	n/a
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	n/a

**Additional information (optional)**

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	<p>The principal sources of funding are donations from trusts and individuals and membership fees from national organisations that belong to Increase Association.</p> <p>Increase Trust UK does not raise funds from the general public.</p>
Investment policy and objectives including any social investment policy adopted	Para 1.46	<p>The trustees agreed an investments policy in November 2020 which seeks to invest a small proportion of the Trust's assets, subject to the needs for liquidity and protection of capital value.</p> <p>The investment policy was reviewed in March 2024 and the board has agreed to invest any reserves in funds which could be recalled without notice. This is a sound financial management approach which seeks to maximise the productive use of funds.</p>
A description of the principal risks facing the charity	Para 1.46	<p>A major risk is having insufficient trustees to fill the main offices of the charity. A programme for recruitment of new trustees has continued and a new Treasurer was successfully appointed in February 2025. We are continually seeking to look out for more trustees to bring fresh ideas as well as to ensure a sufficient buffer over the quorum level.</p>
Other		<p>Like many others, the charity has been experiencing increasing difficulty in transferring funds to some parts of the world, and has needed to use methods other than bank transfers more frequently. The trustees have written detailed guidelines on cash carriage, in line with Charity Commission guidance, should this ever be necessary.</p> <p>Although Increase Trust UK (ITUK) does not work directly with children and adults at risk, it is committed to safeguarding and promoting the welfare of the communities it supports and is taking reasonable steps to ensure the safety and protection of those who come into contact with ITUK. Accordingly, all the trustees have undertaken a safeguarding Training course conducted by NSPCC in 2023 or when they became trustees.</p>

## Structure, Governance and Management

Description of charity's trusts:		n/a
Type of governing document ( <a href="#">trust deed</a> , <a href="#">royal charter</a> )	Para 1.25	Constitution
How is the charity constituted? (e.g <a href="#">unincorporated association</a> , CIO)	Para 1.25	Charitably Incorporated Organisation
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	Trustees are selected by appointment.  The committee of the Increase Association is entitled to nominate and appoint one or two trustees to the ITUK board.

### Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	New trustees are invited to attend at least one meeting before appointment. On appointment the chair sends the new trustee Charity Commission resources about the role of trustees and also key documents specific to ITUK, such as the constitution and policies.
The charity's organisational structure and any wider network with which the charity works	Para 1.51	The charity works in close association with Increase Association which has authority to nominate two trustees. Relationships with the Increase Association Committee and its employees are good, with a high level of co-operative working. In 2021 the Memorandum of Understanding between ITUK and Increase Association, originally written in 2014, was revised and renewed.
Relationship with any related parties	Para 1.51	
Other		The charity reviews all its policies on a rolling basis. Policies on reserves, investment, financial standard operating procedures and the risk register are reviewed annually.  There have been no irregularities on review of policies and there have been no serious incidents to report.

## Reference and Administrative details

Charity name	Increase Trust UK
Other name the charity uses	ITUK
Registered charity number	1158018
Charity's principal address	10A Albert Road Finsbury Park London N4 3RW

## Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Tiow Thang Ng	Treasurer	Resigned 10/09/2024	
2	Nicola Jane Aylett		Resigned 9/12/2024	
3	Harold Charles Snow	Chair		
4	Rev Yew Him Tham			Increase Association
5	Martin Frank Hickey			
6	Elizabeth Dales Pitcher			
7	Allan Rui Min Mao		Appointed 10/09/24	Increase Association
8	Stephen Wynford Amos	Treasurer	Appointed 17/03/25	

## Corporate trustees – names of the directors at the date the report was approved

Director name		

## Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	

## Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	n/a
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	

**Names and addresses of advisers (Optional information)**

Type of adviser	Name	Address

**Name of chief executive or names of senior staff members (Optional information)**

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**Exemptions from disclosure**

Reason for non-disclosure of key personnel details

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**Other optional information**


In March 2021 Graham Aylett, husband of Nicola Aylett (a trustee of ITUK for most of the year), became CEO of Increase Association. Graham attends board meetings in an advisory capacity but is not a trustee and does not have a vote. Martin Hickey spends some of his time working for the Increase Association.

The board has discussed the potential for conflicts of interest and this discussion has been minuted. The trustees were fully satisfied that any conflict can be managed adequately by the current Conflicts of Interest policy and procedures. All potential conflicts of interest are declared and minuted at the beginning of every board meeting.

**Declarations**

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Harold Charles Snow	Stephen Wynford Amos
Position (eg Secretary, Chair, etc)	Chair	Treasurer
Date		

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	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
<b>A1 Receipts</b>					
Donation income	20,835	107,839	-	128,674	57,442
Gift Aid	585	-	-	585	424
Income from members	2,518	-	-	2,518	3,165
Other income	488	-	-	488	216
Conference Fees	-	-	-	-	48
Bank interest	1,076	-	-	1,076	152
			-	-	-
<b>Sub total</b> (Gross income for AR)	25,502	107,839	-	133,341	61,447
<b>A2 Asset and investment sales, (see table).</b>					
	-	-	-	-	
	-	-	-	-	-
<b>Sub total</b>	-	-	-	-	-
<b>Total receipts</b>	25,502	107,839	-	133,341	61,447
<b>A3 Payments</b>					
Increase conferences & consultations	620	62,602	-	63,222	1,836
Course Writer Training	-	-	-	-	25,454
International networking	695	6,144	-	6,840	6,171
Grant to Increase Association	6,180	12,306	-	18,486	29,571
Committee meetings related travel	-	1,213	-	1,213	8,463
Equippers expenditure	-	-	-	-	5,596
Executive Teams	581	-	-	581	5,188
Other Teams	-	-	-	-	-
Other communications and social media	143	-	-	143	-
Publications	-	-	-	-	-
Training for equippers	-	-	-	-	197
Salary	6,259	200	-	6,459	5,913
Printing and Stationery	-	-	-	-	20
Bank Charges	102	-	-	102	224
Other expenses	71	1,980	-	2,051	-
<b>Sub total</b>	14,651	84,445	-	99,097	88,632
<b>A4 Asset and investment purchases, (see table)</b>					
	-	-	-	-	
	-	-	-	-	
<b>Sub total</b>	-	-	-	-	-
<b>Total payments</b>	14,651	84,445	-	99,097	88,632
<b>Net of receipts/(payments)</b>	10,851	23,394	-	34,245	(27,185)
<b>A5 Transfers between funds</b>	1,599	-	-	1,599	-
<b>A6 Cash funds last year end</b>	22,177	3,539	-	25,716	52,901
<b>Cash funds this year end</b>	34,627	26,933	-	61,560	25,716

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
<b>B1 Cash funds</b>		34,627	26,933	-
		-	-	-
		-	-	-
	<b>Total cash funds</b>	<b>34,627</b>	<b>26,933</b>	<b>-</b>



(agree balances with receipts and payments account(s))

		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
	Details			
B2 Other monetary assets	Investment in P2P (non cash)	2,037	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

		Fund to which asset belongs	Cost (optional)	Current value (optional)
	Details			
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-

		Fund to which asset belongs	Cost (optional)	Current value (optional)
	Details			
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

		Fund to which liability relates	Amount due (optional)	When due (optional)
	Details			
B5 Liabilities			-	
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees  
Harold Snow  
Stephen Wynford Amos

Signature  
  


Print Name	Date of approval
Harold Snow	12/09/2025
Stephen Wynford Amos	12/09/2025

**Independent examiner's report to the trustees of Increase Trust UK,  
registered charity 1158018 (England & Wales), for the year ended 31  
December 2024**

I report to the trustees on my examination of the accounts of the Increase Trust UK (ITUK) for the year ended 31 December 2024

**Responsibilities and basis of this report**

As the charity trustees of ITUK 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 ITUK's accounts, carried out under section 145 of the 2011 Act. 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.

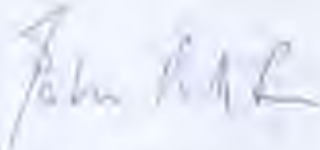
**Independent examiner's statement**

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

1. Accounting records were not kept in respect of ITUK as required by section 130 of the Act
2. The accounts do not accord with those records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached

Signed:



Name: John Petersen

Address: 21 Applecroft Road, Welwyn Garden City, Hertfordshire, AL8 6JZ

Date: 11 September 2025