



TRUSTEES ANNUAL REPORT 2024/25

REGISTERED UK CHARITY 1161044

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Charity Details

Trustees:

Mr. G. Marsh – Chair
Mr. J. Atkinson – Secretary Mr.
D. Clarke – Trustee Mr. D.
Murphy – Trustee Mr. C. Waud
– Trustee

Registered Office:

15 Queens Road
Fulwood Preston
PR2 3EA

Principle Office:

The Annex
Plungington Community Centre
Brook Street
Preston
PR1 7NB

Independent Examiner:

Mr. K.R. Carey FCA/ICAEW
Managing Director
McDade and Roberts Accountants 316
Blackpool Road
Fulwood
Preston
PR2 3AE



TRIBAL PROJECT TRUSTEES REPORT FOR THE YEAR ENDED 31 MARCH 2025

Reference and administrative details of the charity

The charity is registered with the Charity Commission with number 1161044.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and 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 published on 16 July 2014. The trustees who have served during the year are set out in this document.

Structure, governance and management

The constitution of the organisation was adopted on 16th April 2014 and was last amended on 03rd March 2015.

Reporting to the Director, the charity has one part-time staff. Volunteers provide their time freely in a range of roles.

The trustees have examined the major strategic, business and operational risks which the charity faces and confirmed that systems have been established to enable regular reports to be produced so that the necessary steps can be taken to lessen the risks.

Trustees are recruited from the local communities which Tribal Project services, and as far as is practicable, recruitment is targeted to reflect both the skills that are needed and the diversity of the communities they serve. Induction training is provided to all trustees on appointment to familiarise them with the work of the organisation and to ensure that they can make an immediate contribution to its strategic management.

The charity applies salaries to all personnel commensurate with duties and that are consistent with the parameters of nationally agreed rates of pay. The Charity considers its key management personnel to be the Director.

Objectives and activities

Throughout this period, the primary objective of Tribal Project was to continue providing essential support to individuals facing substance misuse and associated mental health challenges across Preston and central Lancashire. We have remained consistent in our role as a place of safety, hope and renewal for those seeking recovery and change. Our work continues to be grounded in compassion, understanding and community connection.

Building on the momentum of previous years, we strengthened our offer through expanded operating hours, additional group sessions and enhanced training for staff and volunteers. This meant that more people than ever were able to access recovery support that is welcoming, evidence based and free from judgement. By removing barriers and challenging stigma, we continued to help individuals take the first steps toward a brighter and more stable future.

With the ongoing support of The National Lottery Community Fund and the Lloyds Bank Foundation, Tribal Project has maintained a clear focus on meeting real community need. We have seen a steady rise in demand for our services as the social and economic pressures facing our participants remain significant. Our response has been to adapt and grow, developing our structure and approach to ensure that every person who comes through our doors receives the time, care and guidance they need to move forward in life.

Substance Misuse Support

As Preston and central Lancashire's leading independent recovery service, Tribal Project has continued to be a vital source of help and hope for individuals seeking freedom from substance misuse and its related challenges. Throughout 2024/25, we have seen a clear rise in self-referrals and returning participants, showing the growing trust and reputation Tribal Project has built within the community.

Our peer-led model continues to be central to our success. People are welcomed by others who have walked the same path, creating a genuine sense of belonging and understanding from day one. This approach helps to reduce fear and stigma and allows recovery to begin in a setting that feels real and relatable.

By maintaining six regular group sessions each week alongside one-to-one appointments, we have provided consistent, accessible, and person-centred support for people at every stage of recovery. Many individuals who once felt isolated or hopeless have reconnected with family, found purpose through volunteering, and started to rebuild their confidence and independence.

Tribal Project remains firmly rooted in the belief that recovery is not just about stopping substance use but about rebuilding lives and restoring dignity, self-worth, and connection.

By maintaining six regular group sessions each week alongside one-to-one appointments, we have provided consistent, accessible, and person-centred support for people at every stage of recovery. Many individuals who once felt isolated or hopeless have reconnected with family, found purpose through volunteering, and started to rebuild their confidence and independence.

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Enhanced Technological Connectivity

Effective communication continues to play a central role in how Tribal Project reaches, supports, and connects with its community. Throughout 2024/25 we have built on the digital progress made the previous year, expanding our online presence and embracing technology to keep people engaged and informed.

Our social media channels have seen exceptional growth, with a 50 percent increase in followers across Facebook and Instagram. These platforms have become key spaces for sharing recovery stories, promoting community events, and encouraging open conversations around substance misuse and mental health.

Internally our use of digital tools such as WhatsApp groups for staff, volunteers, and participants continues to strengthen day-to-day communication and coordination. This has made it easier to share updates, celebrate progress, and maintain a sense of community beyond our physical spaces.

Looking ahead we aim to introduce a fully functioning client management system during 2025/26 to help us streamline referrals, track outcomes, and measure our impact more effectively. This investment in technology will allow Tribal Project to operate with even greater transparency, accountability, and care.

Strategic Growth and Future Vision

One of the defining moments of 2024/25 was the formal adoption of Tribal Project's new three-year strategic plan in January 2025. This marked a major milestone for the organisation and set a clear direction for our continued growth and impact. The plan is ambitious yet grounded in our core values of inclusion, compassion, and lived experience.

The process of shaping this strategy was both exciting and collaborative, bringing together trustees, staff, and volunteers to ensure that every decision reflected the real needs of our community. Months of discussion and negotiation led to a shared vision that strengthens our foundation while expanding our reach into new areas of support.

A key focus of the strategy is increasing accessibility for groups who are often underrepresented in recovery services, including BAME communities, young people under 18, and those from LGBTQ backgrounds. By doing so, we aim to break down barriers that prevent people from seeking help and create safe spaces where every voice is valued.

The plan also sets out our intention to build relationships with corporate partners who share our values and want to contribute to healthier, more resilient communities. This will open new opportunities for both funding and collaboration, helping us to sustain and grow our work well into the future.

The adoption of this plan represents the culmination of a great deal of hard work and commitment from the board and operational team. It captures the energy, ambition, and optimism that continue to define Tribal Project as it enters its next chapter.

Staff and Volunteer Development

This year, Tribal Project continued to strengthen its staffing model by formalising two volunteer roles that reflect our commitment to developing people through opportunity and lived experience. These roles—covering administration and group facilitation with community outreach—represent a clear pathway from volunteering into paid employment with the charity.

Volunteers in these positions now receive paid training, regular supervision, and full expense coverage, ensuring that financial barriers do not prevent anyone from contributing to our work. This approach not only values the contribution of volunteers but also invests in their future, building skills and confidence that can lead to permanent part-time or full-time roles within Tribal Project.

Our operational structure remains led by a small but highly committed team, all of whom have come through their own recovery journeys with Tribal Project. This lived experience remains central to our ethos and ensures that empathy, understanding, and authenticity shape every aspect of our service delivery. Supported by a proactive Director and a dedicated board of trustees, we continue to nurture a culture of growth, compassion, and professionalism that benefits both our team and the people we serve.

Looking Back, Learning From, and Celebrating Tribal Project's Highlights 2024–2025

The past year has been one of steady progress and consolidation at Tribal Project, where stability and purpose have gone hand in hand with growth and innovation. Building on the strong foundations laid in previous years, we have continued to strengthen our services, formalise our volunteer structure, and introduce a forward-looking three-year strategic plan that will guide the next stage of our journey.

Building Strength and Stability

Throughout 2024–2025, Tribal Project maintained a consistent and effective delivery model, providing essential recovery services six days a week to people across Preston and central Lancashire. Demand for our work has remained high, and our commitment to accessibility, empathy, and recovery-first practice has helped many individuals take the first steps toward change. The formalisation of two key volunteer roles—one in administration and one in group facilitation and outreach—marks a major step in our development. These roles come with paid training, full expenses, and a clear pathway to future employment, ensuring that volunteers feel valued and supported as part of their own recovery and progression.

A Shared Vision for Growth

January 2025 marked a major milestone for the organisation as the board formally adopted Tribal Project's new three-year strategic plan. This plan sets a bold but realistic course for expansion, focusing on deepening our roots within the communities we already serve while developing new connections with groups who often struggle to access recovery support. The strategy includes targeted work with the BAME community, young people under 18, and LGBTQ individuals, as well as exploring corporate partnerships to deliver training and wellbeing programmes to local employers. This shared vision reflects months of collaboration between trustees and operational staff and represents a unified commitment to growth, inclusion, and innovation.

Growing Our Digital Presence

Digital communication has become an essential part of how we connect with and support our community. Over the past year, our social media following has grown by more than 50% across Facebook and Instagram, helping us reach new audiences and promote understanding of recovery in an accessible and modern way. Building on the success of our website launch in 2023, we are now preparing to develop a comprehensive client management system (CMS) in 2025–2026. This system will allow us to capture outcomes more efficiently, improve data security, and better track the impact of our work.

Community Recognition and Respect

Our reputation within the local area continues to grow. As Lancashire's largest independent substance misuse charity, we remain a trusted and valued part of the community we serve. We work closely with local churches, community centres, businesses, and partner organisations, all of whom recognise the difference we make to people's lives.

By maintaining consistency in our work and honesty in our approach, we have built deep respect from both those who use our services and those who support them.

Breaking Down Stigma and Building Hope

Our mission to challenge stigma remains at the heart of everything we do. Through open conversations, education, and consistent compassion, we continue to help people see recovery not as an end point but as a process of rediscovery and growth. The result has been a continued rise in self-referrals, a greater sense of belonging among service users, and an expanding circle of community advocates who believe in our approach.

Training and Empowerment

This year we maintained a strong focus on training and personal development. From group-based education sessions to one-to-one support, participants gained skills to support both recovery and independent living. Our ongoing emphasis on Cognitive Behavioural Therapy (CBT) tools, emotional regulation, and resilience training continues to help people understand themselves and make lasting changes. Staff and volunteers alike have benefitted from ongoing professional development, ensuring that Tribal Project remains a place where learning, compassion, and recovery meet.

As we look back on 2024–2025, we do so with pride in our progress and gratitude for the continued trust placed in us by our funders, partners, and community. This has been a year of preparation, consolidation, and forward planning—one that ensures the years ahead will see even greater impact, inclusion, and opportunity for all who walk through our doors.

Our Biggest Challenges Next Year

As we look toward 2025–2026, Tribal Project stands ready for another period of growth, building on the progress and stability achieved this year. While we remain deeply positive about our direction, we recognise that the coming year will bring both opportunities and challenges that will shape the next phase of our development.

Financial Sustainability and Growth

Securing ongoing and consistent funding remains one of our biggest challenges. While we have benefited from the continued support of Lloyds Bank Foundation and The National Lottery Community Fund, we recognise the need to further diversify our income base. The next year will see us actively exploring partnerships with corporate employers as part of our new strategy, offering workplace wellbeing and recovery awareness training. This approach will help us strengthen sustainability while promoting understanding of substance misuse and recovery across wider audiences. We will also continue developing relationships with charitable trusts and local businesses to support our expansion into new communities.

Considering Incorporation as a CIO

During this period the trustees began discussions about the potential benefits and challenges of transitioning from a charity to a Charitable Incorporated Organisation (CIO). This conversation reflects our commitment to exploring ways to strengthen Tribal Project's long-term governance, financial stability, and operational capacity. No final decision has been made, but the board recognises that incorporation could offer additional protection for trustees and new opportunities for partnership and growth. Further exploration will continue into the next financial year.

Managing Demand and Capacity

Demand for our services continues to rise, and with our planned expansion into Chorley and Longridge, we expect that growth to continue. Balancing this increasing demand with our current staffing and volunteer capacity will be a key challenge. Our focus will be on maintaining quality while scaling responsibly, ensuring that new service users receive the same care, consistency, and community that define the Tribal Project experience. The new formalised volunteer pathways will play a major role in meeting this challenge, allowing us to train and develop people from within our own community.

Adapting to Economic and Social Change

The wider economic landscape continues to present uncertainty, with rising costs and funding competition affecting the voluntary sector nationwide. We plan to meet this challenge with the same creativity and resilience that has brought us this far. Our aim is to stay agile, make the most of digital tools, and explore potential income-generating activities such as online resources and training packages, ensuring Tribal Project remains adaptable and forward-thinking even in challenging times.

Strengthening Governance and Compliance

As our operations grow and diversify, maintaining high standards of governance and compliance remains a core priority. With the help of ongoing trustee training provided through Lloyds Bank Foundation, and the upcoming CIO transition, we are ensuring that our board and leadership team remain strong, informed, and ready to meet the regulatory demands of a modern charity.

While these challenges are real, we approach them with confidence. Tribal Project has always been a story of people and purpose, of turning setbacks into opportunities and adversity into growth. With the continued support of our team, volunteers, funders, and community partners, we are well placed to meet the year ahead with the same commitment, energy, and belief that have carried us this far.

services and continue to provide the best possible support for those who need it.

Grant funding 23/24 was secured with thanks from:

TNL Awards for All

Lloyds Bank Foundation

Reserves policy

It is the policy of the charity to maintain sufficient funds to cover management and administration costs for a minimum of six months. At the end of this year 16 weeks costs were reserved.

This report was agreed by the Trustee's on 18th December 2024 and

signed on their behalf by:

A handwritten signature in black ink, appearing to be 'G. Marsh', written over a horizontal line.

Mr. G. Marsh - Chair



CHARITY COMMISSION FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A

Independent Examiner's Report

Report to the trustees/
members of

Charity Name
Tribal Projects

On accounts for the year
ended

31st March 2025

Charity no
(if any)

1161044

Set out on pages

3 & 4

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 /03 /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 2011 Act and in carrying out my examination, I have followed 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 (other than that disclosed below *) in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

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

Signed:

Kevin R Carey

Date:

09/07/2025

Name:

Kevin R Carey FCA

Relevant professional
qualification(s) or body (if
any):

ICAEW

Address:

McDade Roberts Accountants Limited

316, Blackpool Road, Fulwood,

Preston, PR2 3AE

Section B

Disclosure

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

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

None Found



CHARITY COMMISSION
FOR ENGLAND AND WALES

Tribal Projects

1161044

Receipts and payments accounts

CC16a

For the period
from

Period start date
01/04/2024

To

Period end date
31/03/2025

Section A Receipts and payments

	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 £
A1 Receipts					
Lottery	60,000	-	-	60,000	40,000
Just Giving etc	1,835	-	-	1,835	-
Donation	90	-	-	90	63
Fundraising	213	-	-	213	-
Lloyds Foundation	-	-	-	-	25,000
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	62,138	-	-	62,138	65,063
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	62,138	-	-	62,138	65,063
A3 Payments					
Rent & Rates & Insurance	5,599	-	-	5,599	5,199
Computer etc	584	-	-	584	610
Wages & Pension	54,942	-	-	54,942	47,800
Sundry	3,654	-	-	3,654	3,368
Professional Fees	5,962	-	-	5,962	1,724
Motor & Travel	1,001	-	-	1,001	986
Bank Charges	61	-	-	61	61
Redundancy	-	-	-	-	24,000
	-	-	-	-	-
Sub total	71,803	-	-	71,803	83,748
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	71,803	-	-	71,803	83,748
Net of receipts/(payments)	- 9,664	-	-	- 9,664	- 18,685
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	28,862	-	-	28,862	47,547
Cash funds this year end	19,198	-	-	19,198	28,862

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Bank Account	19,198	-	-
		-	-	-
		-	-	-
	Total cash funds	19,198	-	-

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

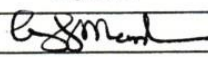
	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

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

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

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

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	GOLY MPRLW	16.7.25