

HOBY UK

England & Wales · Charity number 1162859

Details

Status Registered

Legal form CIO

Registered 2015-07-28

Register [View on the Charity Commission register](#)

Contact

Address The Gateway
85 Sankey Street
Warrington
Cheshire
WA1 1SR

Phone 01925 246 800

Email jsharples@hoby.org.uk

Website www.hoby.org.uk

Activities

Objects: TO ADVANCE THE EDUCATION OF YOUNG PEOPLE BETWEEN THE AGES OF 14 AND 18 FOR THE PUBLIC BENEFIT IN PARTICULAR BY ORGANISING AND FACILITATING LEADERSHIP TRAINING PROGRAMMES AND BY PROVIDING SUPPORT FOR YOUNG PEOPLE TO UNDERTAKE VOLUNTEERING ACTIVITIES.

Activities: HOBY UK organises residential seminars and one-day workshops for young people, led by young people. We improve their life-outcomes by developing their self-awareness and self-esteem, building their confidence and providing them with leadership skills. We empower and motivate them to become involved in positive social action in their community.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training
- **Who:** Children/young People

Geography

- Ireland
- United States
- Cheshire East
- Cheshire West & Chester
- Liverpool City
- Manchester City
- Oldham
- Warrington
- Wigan
- Wirral

Finances

Period end	Income	Expenditure	Assets	Employees
2025-05-31	£9,191	£13,531	-	-
2024-05-31	£3,183	£15,263	-	-
2023-05-31	£24,572	£16,983	-	-
2022-05-31	£1,604	£6,531	-	-
2021-05-31	£580	£1,814	-	-

Trustees

Name	Role	Appointed
Harry McDonald		2024-06-19
ROBIN BARNETT BA HONS		2015-08-26
Rachael Coulthard		2025-11-24
STUART JAMIESON		2015-10-20
Sue Goodrum		2017-09-18
Van Garber		2020-01-06

HOBY UK

England & Wales - Charity number 1162859

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Trustees' Annual Report To the Charities Commission

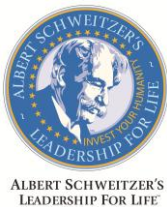
June 2024 to the end of May 2025

Registered Charity Number 1162859



**The King's Award
for Voluntary Service**

The MBE for volunteer groups



1. About HOBY UK

HOBY UK is a charity for young people, run by young people, which has been developing young leaders since 2006.

A team of young volunteers run leadership workshops and an annual residential seminar, bringing together young people from different backgrounds, building their confidence, raising their aspirations, and inspiring them to improve their lives and the lives of those around them, locally and globally. After attending an event, those young people are supported to volunteer or further develop their leadership at our international partners' seminar in Ireland or America. Most of our current volunteers have been inspired to take on a leadership role following their life-changing experience at a HOBY seminar.

A board of 6 trustees govern how HOBY UK is managed and run. They also oversee the charity's drive to scale up the organisation, expanding its reach and impact, transforming the lives of young people through quality leadership training. Building the capacity to deliver this and ensuring a secure, sustainable future for the charity are important strategies to achieve this goal.

Our objects as a charity are

“To advance the education of young people up to the age of 18 for the public benefit by organising and facilitating leadership training programmes and by providing support for young people to undertake volunteering activities.”

The public benefit of its activities to young people are intended to be:

- Developing their skills, capacities, and capabilities.
- Helping them become independent, mature, and responsible individuals.
- Improving their self-esteem.
- Enabling them to become effective and compassionate leaders.
- Motivating and supporting them to make a positive difference within our global society.

2. This year's activities

2.1. July 2024 Seminar

The seminar returned to Chester University and was chaired again by Paigan Gibbons. There were 44 delegates, another increase on the previous year, and they were led by 16 volunteers. Inspirational speakers enhanced a packed programme of empowerment and leadership training, and visiting speakers encouraged delegates to use their new-found skills volunteering.



2.2. Workshops

During the Autumn term, HOBY UK volunteers delivered successful one-day leadership workshops to three schools, St Hilda’s CE High School, Liverpool, Lowton CE High School, Leigh, and The Radclyffe School, Oldham. 126 young people were involved.

2.3. KAVS

In November 2024 we were informed we had been awarded the King’s Award for Voluntary Service. This was followed in February with an award ceremony, held at Warrington Town Hall, with distinguished guests, former students and a raft of former and current volunteers

3. Finance

As agreed in planning for the 2024 seminar reserves were used to provide subsidised places, while maintaining the reserves balance as per our reserves policy

At the year end, the closing balances were:

Unrestricted funds	£4,804.65
Restricted funds	£4,161.90
giving the total at bank as	£8,966.55

4. Future plans

As part of the role, Rosemary Panting is to explore the possibility of bringing on board a corporate sponsor. The board will be updated following her making contact with and visiting appropriate corporations.

5. Background information

5.1. Operating address

The Gateway,
89 Sankey St.
Warrington
WA1 1SR

5.2. Bank details

Bank:	NatWest
Account name:	HOBY UK
Account number:	43319378
Branch Sort Code:	60-01-11
IBAN:	GB30 NWBK 6001 1143 3193 78

5.3. Organisational details at 30 May 2025

HOBY UK is led, managed, and governed entirely by volunteers

Trustees have been recruited because of their relevant skills and experience and their commitment to HOBY UK's aims. They meet at least four times a year and ensure that the charity uses its resources well, operates safely and within the law, and focusses its efforts effectively on achieving the aims outlined in the constitution.

Trustees

Stuart Jamieson (Chair)
Sue Goodrum (Vice-Chair)
Rob Barnett
Rob Coward
Van Garber
Harry McDonald

Receipts and Payments Accounts

HOBY UK

Charity number: 1162859

Year End 31st May 2025

Receipts	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
Fundraising Events:				£0.00	£426.81
Dac Capo Band	£1,239.67			£1,239.67	£0.00
Fun Run	£426.81			£426.81	£0.00
Delegate fees 2024	£6,600.00			£6,600.00	£1,533.00
Merchandise				£0.00	£0.00
Donations & Grants				£0.00	£1,380.00
The Masons	£200.00			£200.00	£0.00
Len Higginson	£700.00			£700.00	£0.00
Other income	£25.00			£25.00	£270.00
Total receipts	£9,191.48	£0.00	£0.00	£9,191.48	£3,609.81
Payments					
Fundraising Donations				£0.00	£0.00
IT services	£303.84			£303.84	£1,171.92
Volunteer Development	£40.26			£40.26	£0.00
Admin & stationery	£94.19			£94.19	£1,183.99
Admin Rent & Room Hire	£272.50			£272.50	£0.00
Resources and Merchandise				£0.00	£0.00
Seminar Expenses 2024	£1,658.60			£1,658.60	£1,121.87
Subscriptions	£363.92			£363.92	£0.00
CEO Employment Costs				£0.00	£835.73
Speaker & Volunteer expenses				£0.00	£336.11
Accommodation 2024	£9,710.35			£9,710.35	£9,335.45
Insurance				£0.00	£370.61
Workshop Costs	£153.40			£153.40	£375.20
Event Costs	£719.00			£719.00	£218.60
Sundries	£215.29			£215.29	£313.99
Total payments	£13,531.35	£0.00	£0.00	£13,531.35	£15,263.47
Net of receipts	-£4,339.87	£0.00		-£4,339.87	-£11,653.66
Transfer between funds				£0.00	
Cash funds last year end	£9,144.52	£4,161.90		£13,306.42	
Cash funds this year end	£4,804.65	£4,161.90		£8,966.55	

Cash funds	£0.00				
Cash in bank	£4,804.65	£4,161.90	£0.00	£8,966.55	£0.00

Other monetary assets			
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Investment assets	N/A	N/A	N/A
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Assets retained for the charity's own use	N/A	N/A	N/A
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Income due				Committed Income
Liabilities				Balance due to Chester

Prepared by

Signature:	Print name:	Date:
R PANTING	ROSEMARY PANTING	03.06.25

Signed by trustees on behalf of the charity:

Signature:	Print name:	Date of approval:
	Stuart Jamieson (chair)	24. 11. 2025
	John Sharples	24. 11. 2025

Independently scrutinised by:

Signature:	Print name and professional qualifications:	Date:
C BURROWS	COLIN BURROWS 0=	01.11.25

HOBY UK

England & Wales - Charity number 1162859

Accounts



Trustees' Annual Report To the Charities Commission

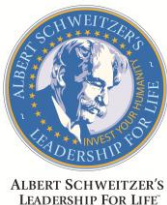
June 2023 to the end of May 2024

Registered Charity Number 1162859



**The King's Award
for Voluntary Service**

The MBE for volunteer groups



1. About HOBY UK

HOBY UK is a charity for young people, run by young people, which has been developing young leaders since 2006.

A team of young volunteers run leadership workshops and an annual residential seminar, bringing together young people from different backgrounds, building their confidence, raising their aspirations, and inspiring them to improve their lives and the lives of those around them, locally and globally. After attending an event, those young people are supported to volunteer or further develop their leadership at our international partners' seminar in Ireland or America. Most of our current volunteers have been inspired to take on a leadership role following their life-changing experience at a HOBY seminar.

A board of 5 trustees govern how HOBY UK is managed and run. They also oversee the charity's drive to scale up the organisation, expanding its reach and impact, transforming the lives of young people through quality leadership training. Building the capacity to deliver this and ensuring a secure, sustainable future for the charity are important strategies to achieve this goal.

Our objects as a charity are

"To advance the education of young people up to the age of 18 for the public benefit by organising and facilitating leadership training programmes and by providing support for young people to undertake volunteering activities."

The public benefit of its activities to young people are intended to be:

- Developing their skills, capacities, and capabilities.
- Helping them become independent, mature, and responsible individuals.
- Improving their self-esteem.
- Enabling them to become effective and compassionate leaders.
- Motivating and supporting them to make a positive difference within our global society.

2. This year's activities

This year has been another period of change for HOBY UK as we rebuild after the COVID hiatus.

2.1. July 2023 Seminar

The seminar returned to Chester University and was chaired for the first time by Paigan Gibbons. There were 38 delegates (a big increase on 2022) and they were led by 18 volunteers. Inspirational speakers enhanced a packed programme of empowerment and leadership training, and visiting charities encouraged delegates to use their new-found skills by volunteering.



2.2. Workshops

During the Autumn term, HOBY UK volunteers delivered successful one-day leadership workshops to three schools, St Hilda's CE High School, Liverpool, Lowton CE High School, Leigh, and The Radclyffe School, Oldham. 130 young people were involved.

2.3. KAVS

During the Autumn, HOBY UK was nominated for the Kings Award for Volunteering, and in January, a large team of volunteers and trustees met with David Steer, Deputy Lord Lieutenant of Merseyside, and Lord Derby to assess the nomination. The outcome of the process will be made known in November 2024.

2.4. Personnel issues

In January, illness forced CEO John Sharples to take a sabbatical. The team of senior volunteers all stepped up in his absence, taking on additional responsibilities. They were ably led by Rosemary Panting (Finance) and Mike Wrench (Volunteers).

3. Finance

Grants awarded during 2022-2023 were able to provide places for disadvantaged young people at the 2023 seminar. Subsequent grant applications were unsuccessful however, and in planning for the 2024 seminar trustees approved the use of reserves to again provide subsidised places.

At the year end, the closing balances were:

Unrestricted income	£2,053
Restricted income	£1,130
giving the total at bank as	£13,306.42

4. Future plans

The CEO's illness prompted him to step down permanently and the Board of Trustees appointed Rosemary Panting as acting CEO in June 2024. Before charting a new course for the charity, her first priority was to ensure the July 2024 seminar was a success. This was achieved and Rosemary has now been appointed on a permanent basis.

5. Background information

5.1. Operating address

The Gateway,
89 Sankey St.
Warrington
WA1 1SR

5.2. Bank details

Bank:	NatWest
Account name:	HOBY UK
Account number:	43319378
Branch Sort Code:	60-01-11
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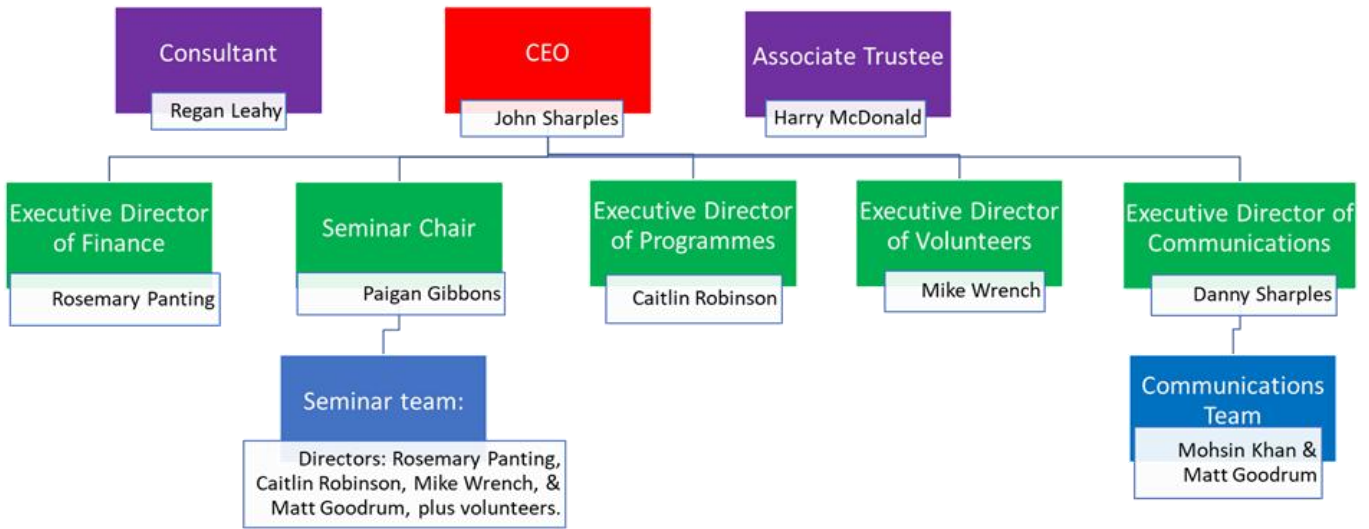
5.3. Organisational details at 30 May 2024

HOBY UK is led, managed, and governed entirely by volunteers

Trustees have been recruited because of their relevant skills and experience and their commitment to HOBY UK's aims. They meet at least four times a year and ensure that the charity uses its resources well, operates safely and within the law, and focusses its efforts effectively on achieving the aims outlined in the constitution.

Trustees

Stuart Jamieson (Chair)
Sue Goodrum (Vice-Chair)
Rob Barnett
Rob Coward
Van Garber
Harry McDonald (Associate Trustee)



Receipts and Payments Accounts

HOBV UK

Charity number: 1162859

Year End 31st May 2024

Receipts	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
Fundraising Events				£0.00	£1,568.47
Delegate fees	£1,533.00			£1,533.00	£6,925.00
Merchandise				£0.00	£0.00
Donations & Grants	£250.00	£1,130.00		£1,380.00	£15,450.00
Other income	£270.00			£270.00	£625.00
Total receipts	£2,053.00	£1,130.00	£0.00	£3,183.00	£24,572.47
Payments					
Fundraising Donations				£0.00	£1,142.76
IT services	£1,171.92			£1,171.92	£464.95
Admin & stationery	£1,183.90			£1,183.99	£299.00
Resources and Merchandise				£0.00	£0.00
Seminar Expenses	£1,094.27	£27.80		£1,122.07	£523.84
CEO Employment Costs		£835.73		£835.73	£4,267.60
Speaker & Volunteer expenses	£386.13			£386.17	£68.31
Accommodation for seminar	£6,031.78	£3,403.67		£9,435.45	£9,706.18
Insurance	£370.63			£370.81	£194.77
Workshop Costs	£191.70	£183.00		£374.70	£0.00
Event Costs	£218.60			£218.60	£0.00
Sundries	£313.99			£313.99	£105.00
Total payments	£10,342.57	£4,350.50	£0.00	£15,283.47	£16,982.51
Net of receipts	£1,710.43	£1,210.50		£2,920.93	£7,589.96
Transfer between funds	£4,390.00	£6,200.00		£10,590.00	
Cash funds last year end	£13,704.49	£11,662.40		£25,366.89	
Cash funds this year end	£9,144.52	£4,161.90		£13,306.42	

Cash funds	£0.00			
Cash in bank	£9,144.52	£4,161.90	£0.00	£13,306.42

Other monetary assets			
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Investment assets	N/A	N/A	N/A
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Assets retained for the charity's own use	N/A	N/A	N/A
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Liabilities	£7,875.41	£4,161.90		
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Balance due to University of Chester
Income due from schools to partly blind

Prepared by

Signature:	Print name:	Date:
	Rosemary Parting	30/6/24

Signed by trustees on behalf of the charity:

Signature:	Print name:	Date of approval:
	SUE GOODRUM	30/6/24

Independently scrutinised by:

Signature:	Print name and professional qualifications:	Date:

HOBY UK

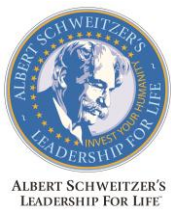
England & Wales - Charity number 1162859

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The Trustees' Annual Report To the Charities Commission

June 2022 to the end of May 2023



HOBY UK is a registered charity number 1162859

Operating address: 3 Mossville Close
Liverpool, L18 7JR

1. About HOBY UK

HOBY UK is a charity for young people, run by young people, which has been developing young leaders since 2006.

A team of young volunteers run leadership workshops and an annual residential seminar, bringing together young people from different backgrounds, building their confidence, raising their aspirations, and inspiring them to improve their lives and the lives of those around them, locally and globally. After attending an event, those young people are supported to volunteer or further develop their leadership at our international partners' seminar in Ireland or America. Most of our current volunteers have been inspired to take on a leadership role following their life-changing experience at a HOBY seminar.

A board of 5 trustees govern how HOBY UK is managed and run. They also oversee the charity's drive to scale up the organisation, expanding its reach and impact, transforming the lives of young people through quality leadership training. Building the capacity to deliver this and ensuring a secure, sustainable future for the charity are important strategies to achieve this goal.

The Covid pandemic and the current cost-of-living crisis have created additional challenges for young people. Our role has never been more important to ensure that young people are supported, inspired and motivated to excel.

Our objects as a charity are

“To advance the education of young people between the ages of 14 and 18 for the public benefit by organising and facilitating leadership training programmes and by providing support for young people to undertake volunteering activities.”

The public benefit of its activities to young people are intended to be:

- Developing their skills, capacities, and capabilities.
- Helping them become independent, mature, and responsible individuals.
- Improving their self-esteem.
- Enabling them to become effective and compassionate leaders.
- Motivating and supporting them to make a positive difference within our global society.

2. This year's activities



This year has been a period of change for HOBY UK. The volunteer team was re-vitalised by new recruits and the return of some older members, we ran a workshop in Liverpool and one for a school in Spain, the annual seminar was moved from the Easter holidays to the start of the schools' summer break, and for a short spell, the charity employed an Executive Director, our first paid post.

COVID restrictions and the lack of HOBY events had meant that fewer new young people had joined our volunteer team. In the Autumn of 2022, Caitlin Robinson, Director of Volunteers, organised an awards celebration and general reunion to welcome new recruits and re-



engage former volunteers. The event was a great success and since then volunteering has gone from strength to strength, with more young people right at the heart of the leadership team and actively driving things forward.

Caitlin also used the event as a fundraising opportunity, running a raffle and a collection for a foodbank. £100 was raised for 'Fans Supporting Foodbanks' The photo shows CEO John Sharples handing over a cheque to the founder Dave Kelly, who has been an excellent speaker at our workshops.



A number of the volunteers who came along to the celebration event have since taken on more senior responsibilities, as is fitting for our strap-line 'A charity for young people, run by young people'.

More charity fundraising took place towards Christmas, when Director of Communications, Danny Sharples organised a concert, raising over £1400 for 'An Hour for Others', another organisation whose founder Kevin Morland has been one of our guest speakers.



Again this year, volunteers ran one-day workshops for schools. The first at St Hilda's, Liverpool in November was a great success: the young aspiring leaders really engaged with the programme and the feedback was very positive. A number of the students have now signed up to take their leadership development further by attending the HOBY residential in July.

The second in December was an on-line workshop with students from a school in Salou, Spain. Katie-Alice Lea,

a former HOBY UK volunteer now teaches there and set up the opportunity for the Spanish youngsters. It was a lively day, with lots of positives, but WiFi issues did present a few challenges. The school was really appreciative though, and has invited us to run another workshop next year (with better WiFi!)

Another fall-out from COVID was the reduced availability of affordable university-based student accommodation during the Easter holidays. Re-scheduling the annual residential seminar to July has solved this problem and has made the event more attractive to year 10 and 11 students facing pre-exam pressure. This means there is no seminar to report on for this year, but the summer seminar promises to be a big success and we believe the long-term benefits of this change will be significant.

Awards for All Lottery funding was secured in December, and this enabled HOBY UK to create its first paid staff post: an Executive Director. Gloria Hyatt MBE was appointed, but the role proved much more time-consuming than the one-day a week allocation afforded, and Gloria decided to leave at the end of May. During her time with HOBY Gloria energised the management team and board of trustees, and has raised our ambitions and aspirations. A number of her plans are being taken forward in our next strategic plan. We will continue the drive to build our capacity, but it's clear that a more substantial role needs to be created, commensurate with the workload and responsibilities involved. Securing the funding for this will be a priority.

3. Finance

During the year, to aid its running costs, to provide seminar places for disadvantaged young people, and to employ an Executive Director, the charity received:

- a grant from Cheshire Community Small Grants for £2,500.00
- a grant from The National Lottery Awards for All of £9,950.00.
- a grant from Dutchy of Lancaster for £3,000.00

At the year end, the closing balances are:

Unrestricted funds £13,704.49
Restricted funds £11,682.40
giving the total at bank as £25,386.89

4. Future plans

The strategic plan for the next three years is being finalised with the following priorities:

- Priority 1: Ensure more young people can benefit from HOBY UK's leadership programmes.
- Priority 2: Grow and develop the volunteer team.
- Priority 3: Raise the profile of HOBY UK, so that it is widely known and respected.
- Priority 4: Build the capacity of HOBY UK to deliver ambitious aims and ensure its sustainable future.

5. Background information

5.1. Bank details

Bank:	NatWest	Branch Sort Code:	60-01-11
Account name:	HOBY UK	IBAN:	GB30 NWBK 6001 1143 3193 78
Account number:	43319378		

5.2. Organisational details

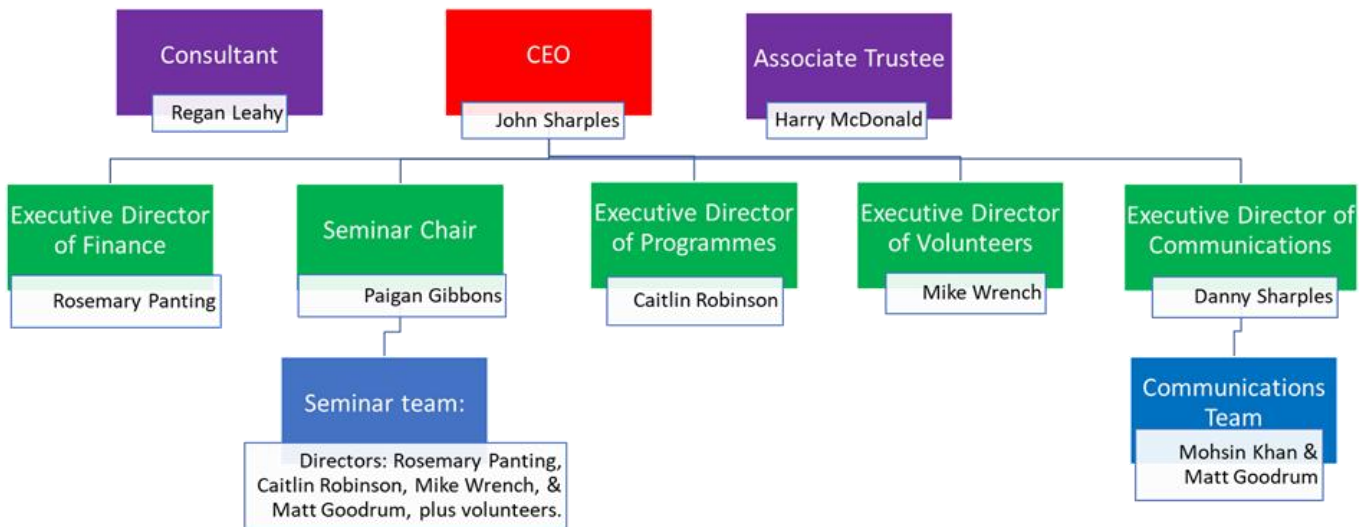
Board of Trustees

Stuart Jamieson (Chair)
 Rob Barnett
 Rob Coward
 Sue Goodrum
 Van Garber
 Harry McDonald (Associate)

HOBY UK is led, managed, and governed entirely by volunteers

The Board of Trustees was recruited because of their relevant skills and experience and their commitment to HOBY UK's aims. They meet at least four times a year and ensure that the charity uses its resources well, operates safely and within the law, and focusses its efforts effectively on achieving the aims outlined in the constitution.

Most of the Executive Management Team are young and have previously attended a HOBY programme themselves. They plan and implement HOBY UK's long-term strategy and manage all day-to-day operational activities.



Receipts and Payments Accounts

HOBY UK

Charity number: 1162859

Period: 1 June 2022 to 31 May 2023

Receipts	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
Fundraising Events	£1,568.47	£0.00	£0.00	£1,568.47	£0.00
Delegate fees	£6,929.00	£0.00	£0.00	£6,929.00	£710.07
Merchandise	£0.00	£0.00	£0.00	£0.00	£0.00
Donations & Grants	£0.00	£15,450.00	£0.00	£15,450.00	£756.00
Other income	£625.00	£0.00	£0.00	£625.00	£137.89
Total receipts	£9,122.47	£15,450.00	£0.00	£24,572.47	£1,603.96
Payments					
Fundraising Donations	£1,142.76	£0.00	£0.00	£1,142.76	£0.00
IT services	£464.95	£0.00	£0.00	£464.95	£371.07
Admin & stationery	£299.00	£0.00	£0.00	£299.00	£433.00
Resources and Merchandise	£0.00	£0.00	£0.00	£0.00	£866.13
Seminar Expenses	£533.94	£0.00	£0.00	£533.94	£0.00
CEO Employment Costs	£0.00	£4,267.60	£0.00	£4,267.60	£0.00
Speaker & Volunteer expenses	£68.31	£0.00	£0.00	£68.31	£2,100.82
Accommodation	£4,706.18	£5,000.00	£0.00	£9,706.18	£2,414.06
Insurance	£394.77	£0.00	£0.00	£394.77	£277.84
Sundries	£105.00	£0.00	£0.00	£105.00	£68.00
Total payments	£7,714.91	£9,267.60	£0.00	£16,982.51	£6,530.92
Net of receipts	£1,407.56	£6,182.40		£7,589.96	-£4,926.96
Transfer between funds				£0.00	
Cash funds last year end	£12,296.93	£5,500.00		£17,796.93	£17,796.93
Cash funds this year end	£13,704.49	£11,682.40		£25,386.89	

Cash funds

Cash in bank	£13,704.49	£11,682.40	£0.00	£25,386.89
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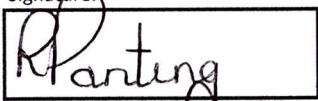
Other monetary assets			
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Investment assets	N/A	N/A	N/A
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Assets retained for the charity's own use	N/A	N/A	N/A
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Liabilities			
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Prepared by

Signature:	Print name:	Date:
	Rosemary PANTING	31/7/23

Signed by trustees on behalf of the charity:

Signature:	Print name:	Date of approval:

Independently scrutinised by:

Signature:	Print name and professional qualifications:	Date:

HOBY UK

England & Wales - Charity number 1162859

Accounts



The Trustees' Annual Report To the Charities Commission

June 2021 to the end of May 2022



Westminster
Foundation



Onward



ALBERT SCHWEITZER'S
LEADERSHIP FOR LIFE



Highly Commended 2019 the **FSI**

HOBY UK is a registered charity number 1162859

Operating address: 3 Mossville Close
Liverpool, L18 7JR

1. HOBY UK's Objects as a charity are

“To advance the education of young people between the ages of 14 and 18 for the public benefit by organising and facilitating leadership training programmes and by providing support for young people to undertake volunteering activities.”

The public benefit of its activities to young people are intended to be:

- Developing their skills, capacities and capabilities.
- Helping them become independent, mature and responsible individuals.
- Improving their self-esteem.
- Enabling them to become effective and compassionate leaders.
- Motivating and supporting them to make a positive difference within our global society.

2. This year's activities

Key outputs:

Volunteers involved: 20

Young delegates involved: 125

Volunteer hours: 788

During 2020-2021, HOBY UK had run on-line events. These continued to provide youth leadership training for young people and maintained our relationships with schools and youth organisations during the COVID restrictions. These on-line events also meant that the volunteer team remained engaged in planning and delivering high quality experiences. This became even more important as the COVID situation dragged on and we were in danger of losing volunteers from our team.



By October 2021, we decided that it was safe enough to work face-to-face again, and a workshop planned for a year earlier was arranged in Bishop's Bluecoat High School, Chester. We partnered with Passion for Learning (who support disadvantaged pupils) to deliver the event. Pfl was already working with the pupils from the school and agreed to provide volunteers and help with preparations. Staffing changes at Pfl disrupted those preparations, and the HOBY volunteer team was hit by illness. Despite these setbacks, the workshop went ahead fairly successfully, and the positive impacts are illustrated by these typical comments:

- *“It made me feel positive about myself.”*
- *“I found it really helpful, and I will definitely remember what I’ve learned about mental health and try to take it forward with me.”*

In January 2022 our volunteers ran another workshop in Sir Thomas Boteler High School, Warrington for the school’s student leadership team. Three former students were involved in leading the event, which provided excellent training and inspiration for those aspiring young leaders.

The annual HOBY UK residential seminar, originally planned for April 2020, eventually took place in April 2022, but there were still obstacles to be overcome. As part of their strategy to deal with COVID, Chester University’s student accommodation was no longer available, so the seminar was hastily rearranged for Lancaster University. The event was a big success, thanks to the efforts of a skilled, passionate team of volunteers. All the delegates really enjoyed the experience and felt their leadership skills had improved, and 80% are keen to get into volunteering. *“I enjoyed meeting new people and experiencing new things outside of my comfort zone,”* was a typical evaluation comment from the delegates.

Inclusion measures are a key parameter for all our activities and trustees were pleased that 8 of the seminar places were provided free of charge for disadvantaged young people who otherwise would have been unable to attend. Overall though, delegate numbers were lower than planned.

	Date	Delegates	Volunteers	Volunteer hours
Chester workshop	Sept 21	60	11	66
Warrington workshop	Jan 22	25	7	42
Seminar (Lancaster University)	April 22	10	10	500
Total		95	18 (overall)	608

3. Finance

Prior to COVID, HOBY UK had secured grant funding of £5,000 from the #Iwill fund via Cheshire Community Foundation, and £5,000 from the Westminster Foundation; both to support the 2020 seminar. These grants were carried over and provided free places for disadvantaged delegates at the 2022 seminar, also ensuring the financial viability of the event. Onward Homes awarded a grant of £500 for leadership training for students at Alsop High School, Liverpool, but this event had to be postponed due to COVID and is being re-arranged for 2022-2023.

Although the pandemic eliminated HOBY UK’s trading income, the grant funding and the organisation’s current minimal running costs meant that a healthy reserve was maintained. The cash balance at the end of May 2022 was £17,996. Considering carried-over monetary assets of £2,680 and liabilities of £7921, the resulting balance would be £12,755.

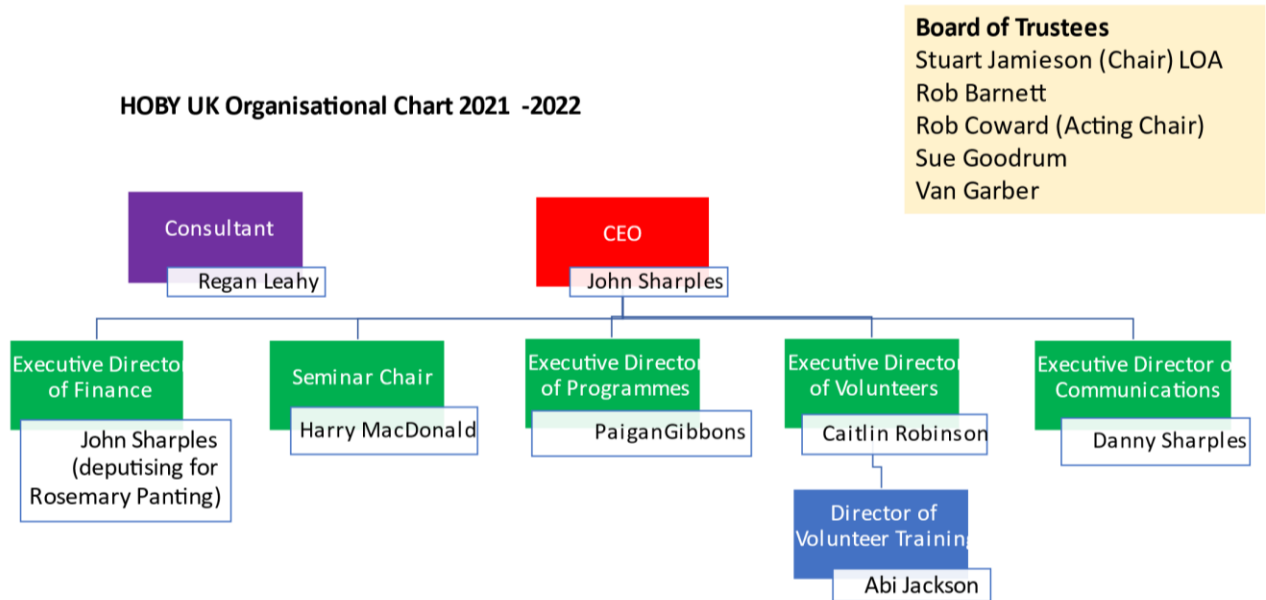
4. Background information

4.1. Bank details

Bank:	NatWest	Branch Sort Code:	60-01-11
Account name:	HOBY UK	IBAN:	GB30 NWBK 6001 1143 3193 78
Account number:	43319378		

4.2. Organisational details

At this stage, HOBY UK currently has no paid staff and is managed and governed entirely by volunteers (although the Board are currently seeking funding to appoint a part-time CEO post). The Board of Trustees was recruited because of their relevant skills and experience and their commitment to HOBY UK's aims. They meet at least four times a year and ensure that the charity uses its resources well, operates safely and within the law, and focusses its efforts effectively on achieving the aims outlined in the constitution.



5. Looking forward to 2022-2023

HOBY UK is seeking the funding to consolidate and expand its work by creating a paid CEO post.

In the meantime, as things return to some form of 'normal', there are still significant challenges we face. Some volunteers have moved on during the pandemic and we haven't yet had the opportunity to recruit replacements.

It's clear that young people face more barriers to attending residential events now. There is greater financial hardship and there are still concerns about COVID. Also, former HOBY delegates have left school since our last seminar in 2019 so peer role models aren't there to inspire the next generation. Schools too have had a torrid time dealing with COVID and the issues it created. For some, supporting external projects like HOBY now features lower on their list of priorities.

We are passionate that the benefits HOBY's programmes bring to young people are needed now more than ever, and we are already planning an exciting, ambitious schedule of workshops and a seminar for the coming year.

As HOBY UK reflects on this very difficult period, there is a real sense of satisfaction. Despite the COVID hiatus and being unable to operate face-to-face or generate income, the charity has survived and has already resumed inspiring and motivating the next generation of young leaders.

During 2021-2022 our team of 20 volunteers has delivered 788 volunteer hours and very positive outcomes to 125 young people.

Receipts and Payments Accounts (Draft)

HOBY UK

Charity number: 1162859

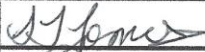
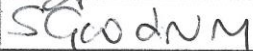
From period 1 June 2021 to 31 May 2022

Receipts	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
Delegate fees	£710.07	N/A	N/A	£710.07	£0.00
Merchandise	£0.00	N/A	N/A	£0.00	£0.00
Donations	£256.00	£500.00	N/A	£756.00	£580.37
Other income	£137.89	N/A	N/A	£137.89	£0.00
Total receipts	£1,103.96	£500.00	£0.00	£1,603.96	£580.37
Payments					
IT services	£371.07	£0.00	N/A	£371.07	£518.00
Admin & stationery	£0.00	£433.00	N/A	£433.00	£0.00
Resources and Merchandise	£366.13	£500.00	N/A	£866.13	£0.00
Speaker & Volunteer expenses	£311.66	£1,789.16	N/A	£2,100.82	£172.31
Accommodation	£414.06	£2,000.00	N/A	£2,414.06	£810.00
Insurance	£0.00	£277.84	N/A	£277.84	£277.84
Sundries	£68.00	£0.00	N/A	£68.00	£36.00
Total payments	£1,530.92	£5,000.00	£0.00	£6,530.92	£1,814.15
Net of receipts	-£426.96	-£4,500.00		-£4,926.96	-£1,233.78
Transfer between funds	£0.00	£0.00		£0.00	
Cash funds last year end	£12,723.89	£10,000.00		£22,723.89	£23,957.67
Cash funds this year end	£12,296.93	£5,500.00		£17,796.93	£22,723.89

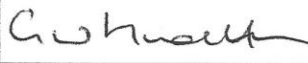
Cash funds

Cash in bank	£12,296.93	£5,500.00	N/A
Other monetary assets	£2,680.00		
Investment assets	N/A	N/A	N/A
Assets retained for the charity's own use	N/A	N/A	N/A
Liabilities	£2,921.00	£5,000.00	

Signed by trustees on behalf of the charity:

Signature:	Print name:	Date of approval:
	S. T. J. JONES	12/12/22
	S. GOODRUM	16/12/22

Independently scrutinised by:

Signature:	Print name and professional qualifications:	Date:
	ACMA	7/9/2022

HOBY UK

England & Wales - Charity number 1162859

Accounts



The Trustees' Annual Report To the Charities Commission

June 2020 to the end of May 2021



HOBY UK is a registered charity number 1162859

operating address: 3 Mossville Close
Liverpool
L18 7JR

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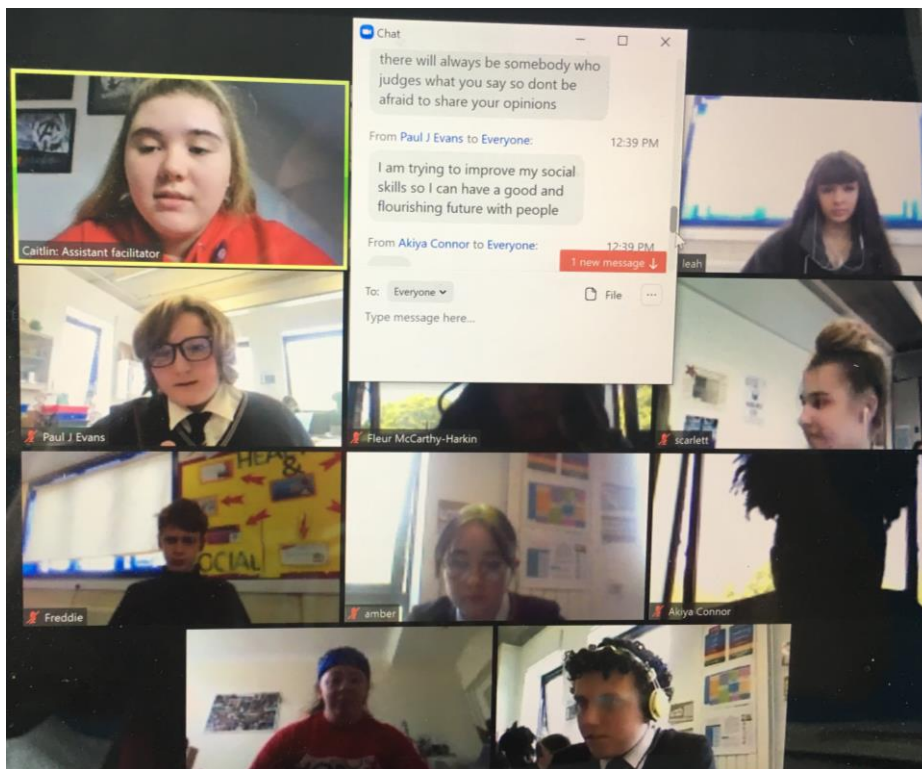
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- Improving their self-esteem.
- Enabling them to become effective and compassionate leaders.
- Motivating and supporting them to make a positive difference within our global society.

2. Programmes

As with many people and organisations, 2020-2021 was a very challenging and frustrating year for HOBY UK. The COVID 19 pandemic had forced the cancellation of the 2020 residential seminar and ongoing restrictions meant that HOBY UK was unable to run its face-to-face one-day workshops.

In July 2020, HOBY (USA) ran their World Leadership Congress (WLC) as an on-line event. HOBY UK funded two of its young volunteers to attend as delegates. The experience really helped their leadership journey and provided valuable learning as HOBY UK developed its own on-line offer.



Caitlin Robinson (top left) was one of those WLC delegates, and in March 2021 she used that experience to develop and lead a successful pilot on-line workshop for HOBY UK. The theme focussed on the UN Sustainable Development Goals of education and health.

Based on that success, an excellent three-day on-line seminar programme took place in May, led by Harry McDonald and his team.

The on-line formats had some significant advantages. Delegates from more remote

regions, who would have been unable to attend a face-to-face event were able to participate on-line. The same was true for volunteers and some inspirational guests. For example, there were volunteers from Bristol and

London and speakers from Kenya and Ohio. Costs were greatly reduced, as travel and residential expenses were not required. Of course, the social interaction and immersive nature of the annual residential were missing, and we have yet to evaluate whether this will have weakened the longer-term impact of the experience on the young delegates. These were nevertheless excellent leadership development experiences, as confirmed by the positive results from evaluations carried out immediately after the events. The participation of partner schools and youth organisations also re-affirmed their ongoing commitment to HOBY UK and its positive impact on the social, emotional and mental wellbeing of the young people.

The many positive outcomes from these online programmes and the skills learned have led HOBY UK to include on-line events alongside its face-to face programmes in its planned schedule for 2021-2022.

2020-21 events		Delegates	Volunteer hours	Volunteers	Volunteer hours	Notes
HOBY World Leadership Congress	10 days on-line, July 2020	2	10			Attended by two 18 year-old HOBY UK volunteers
HOBY UK Community Leadership Workshop	1 day on-line, March 2021	8		6		
HOBY UK Seminar	3 days on-line, May 2021	24	24	10	170	
Total:		34	34	16	170	

Total Delegates	34
Total Volunteers	16
Total Volunteering hours	204

3. Other developments

Despite the uncertainty about the relaxation in COVID restrictions, the intention is to resume face-to-face events in the Autumn of 2021, providing the safety of volunteers and delegates is assured. Arrangements are already being made with schools and partner organisations.

The new leadership team (see below) have all settled into their roles. The majority of the team are now aged 18-25. This represents a significant shift for HOBY UK towards becoming an organisation led predominantly by young people. It also promises well for HOBY UK's sustainability and development. The work of each of these leaders builds the organisation's capacity for future expansion in its operations, thus having a positive impact on the lives of more young people.

4. Finance

Prior to COVID, HOBY UK was in a healthy position financially, having secured sufficient grant funding to underwrite its residential seminar, which was subsequently cancelled. Although the pandemic eliminated HOBY UK's trading income, the organisation's minimal running costs meant that a healthy reserve remains.

Thanks go to the following grant-making organisations:

- Cheshire Community Foundation (#Iwill fund) £5,000
- Westminster Foundation £5,000.

These grants will be reallocated to fund the programmes being planned for 2021-2022, ensuring access for all, especially the disadvantaged.

HOBY UK is also grateful to:

- Danny Sharples: fundraised £580
- Big Yellow Self-Storage: provides storage for all our resources free of charge.
- Gary Huddleston: provides pro bono accounting support.

5. Background information

5.1. Bank details

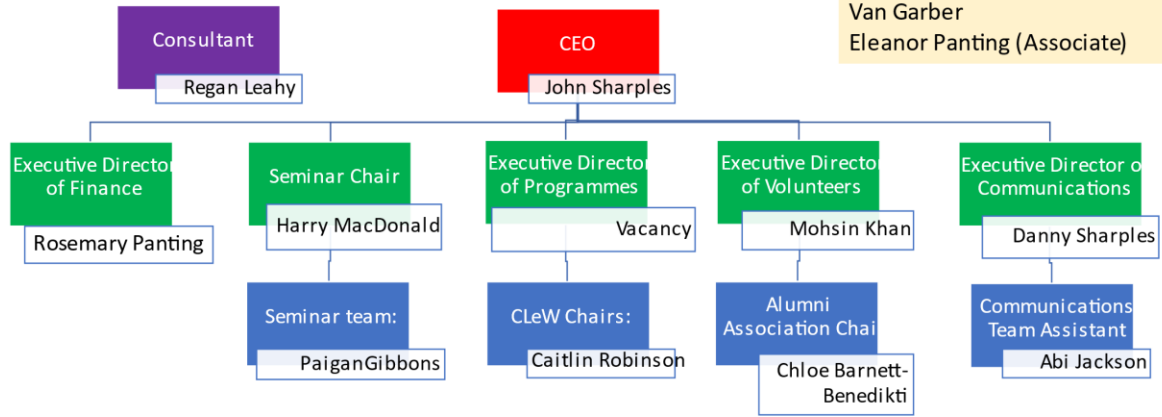
Bank: NatWest
Account name: HOBY UK
Account number: 43319378
Branch Sort Code: 60-01-11
IBAN: GB30 NWBK 6001 1143 3193 78

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At this stage, HOBY UK currently has no paid staff and is managed and governed entirely by volunteers. The Board of Trustees was recruited because of their relevant skills and experience and their commitment to HOBY UK's aims. They meet at least four times a year and ensure that the charity uses its resources well, operates safely and focusses its efforts effectively on achieving the aims outlined in the constitution.

HOBY UK Organisational Chart 2020-2021

Board of Trustees
 Stuart Jamieson (Chair)
 Rob Barnett
 Rob Coward
 Sue Goodrum
 Van Garber
 Eleanor Panting (Associate)



Receipts and Payments Accounts (Draft)

HOBY UK

Charity number: 1162859

From period 1 June ²⁰²⁰~~2019~~ to 31 May ²⁰²¹~~2020~~

Receipts	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
Delegate fees	£0.00	N/A	N/A	£0.00	£5,934.73
Merchandise	£0.00	N/A	N/A	£0.00	£0.00
Donations	£580.37		N/A	£580.37	£11,569.68
Other income	£0.00	N/A	N/A	£0.00	£279.50
Total receipts	£580.37	£0.00	£0.00	£580.37	£17,783.91
Payments					
IT services	£518.00	N/A	N/A	£518.00	£104.90
Admin & stationery	£0.00	N/A	N/A	£0.00	£476.21
Resources and Merchandise	£0.00	N/A	N/A	£0.00	£97.50
Speaker & Volunteer expenses	£172.31	N/A	N/A	£172.31	£0.00
Accommodation	£810.00	N/A	N/A	£810.00	£2,935.47
Insurance	£277.84	N/A	N/A	£277.84	£338.63
Sundries	£36.00	N/A	N/A	£36.00	£335.52
Total payments	£1,814.15	£0.00	£0.00	£1,814.15	£4,288.23
Net of receipts	-£1,233.78	£0.00		-£1,233.78	£13,495.68
Cash funds last year end	£13,957.67	£10,000.00		£23,957.67	£10,461.99
Cash funds this year end	£12,723.89	£10,000.00		£22,723.89	£23,957.67

Cash funds

Cash in bank	£22,723.89	N/A	N/A
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Other monetary assets			
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Investment assets	N/A	N/A	N/A
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Assets retained for the charity's own use	N/A	N/A	N/A
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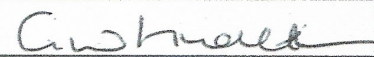

Liabilities			
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Signed by trustees on behalf of the charity:

Signature:

Print name:

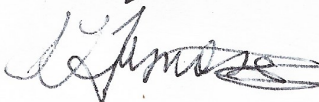
Date of approval:

	CASHMULL	22/9/21
	ROS BARNETT	26/9/21

(independent accountant)

(trustee)

(chair)



STUART JAMIESON

29/9/21