

COMPANY REGISTRATION NUMBER: CE008705  
CHARITY REGISTRATION NUMBER: 1169026

**MENTOR LINK**  
**COMPANY LIMITED BY GUARANTEE**  
**UNAUDITED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED**  
**30 NOVEMBER 2025**

**LANGARD LIFFORD HALL LIMITED**

Accountants and Registered Auditors

Lifford Hall  
Lifford Lane  
Kings Norton  
Birmingham  
B30 3JN

**MENTOR LINK**  
**COMPANY LIMITED BY GUARANTEE**  
**FINANCIAL STATEMENTS**  
**YEAR ENDED 30 NOVEMBER 2025**

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**MENTOR LINK**  
**COMPANY LIMITED BY GUARANTEE**  
**TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S**  
**REPORT)**  
**YEAR ENDED 30 NOVEMBER 2025**

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 30 November 2025.

**Reference and administrative details**

**Registered charity name**          Mentor Link

**Charity registration number**    1169026

**Company registration number** CE008705

**Principal office and registered office**    First Floor  
 Forum House  
 Anchor Drive  
 Stourport on Severn  
 Worcestershire  
 DY13 9BZ

**The trustees**

K Rogers	(Resigned 20 March 2025)
D Henderson	
Dr H Chaplin	
H Trenfield	(Appointed 23 April 2025)
J Tullett	(Appointed 10 July 2025)
M Hart	(Resigned 13 June 2025)
P Grieve	

**Independent examiner**

D J Hanby (Senior Statutory Auditor) Independent Examiner  
 Langard Lifford Hall Limited  
 Lifford Hall  
 Lifford Lane  
 Kings Norton  
 Birmingham  
 B30 3JN

**MENTOR LINK**  
**COMPANY LIMITED BY GUARANTEE**  
**TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S**  
**REPORT) *(continued)***  
**YEAR ENDED 30 NOVEMBER 2025**

**Structure, governance and management**

The charitable incorporated organisation was incorporated on 2 September 2016, under Articles of Association dated 2 September 2016.

On 1 December 2016, the activities, assets and liabilities of Mentor Link, charity number 1106171, were transferred to the charitable incorporated organisation.

**Constitution, Policies and Objectives**

Mentor Link is constituted as a charitable incorporated organisation under its Articles of Association dated 2 September 2016. Its objectives are as follows:

- To advance the education of those young people in the West Midlands (Region) who are disengaged or at risk of disengaging themselves from the community and mainstream education. In particular but not exclusively by provision of a mentoring, training and development and talking therapies services for the young people and their families with the aim of re-engaging young people back into their learning so that they are better able to identify and meet their needs, participate more fully in society and make a successful transition to adulthood.

**Method and Appointment or Election to the Executive Committee**

Mentor Link shall elect a President, such Vice Presidents as shall be approved by the Executive Committee, a Chairperson who will preside at the meetings of the Executive Committee and an Honorary Treasurer.

**Policies Adopted for the Induction and Training of Members of the Executive Committee**

- Members of the Executive Committee are generally professional or business people. However, appropriate training will be offered to any member who would benefit from this kind of support in helping them play a full part as a member of the Executive Committee.

**Objectives and activities**

**Strategies for Achieving Objectives**

The Executive Committee and its Steering Group meet on a regular basis to ensure the objectives are being met. The day to day running of Mentor Link is in the hands of the CEO.

**Activities for Achieving Objectives**

Fund raising events are ongoing. Existing and potential new sources of donations are contacted regularly with the assistance of members appointed by the Executive Committee.

**MENTOR LINK**  
**COMPANY LIMITED BY GUARANTEE**  
**TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S**  
**REPORT) *(continued)***  
**YEAR ENDED 30 NOVEMBER 2025**

**Achievements and performance**

**Review of Activities**

Mentor link's goal throughout 2025 has been to bring in therapeutic techniques to mentoring sessions using the training and supervision of our Educational Psychologist for our EBSA Project and expansion into the Staffordshire region.

**A. Key highlights for the year**

- Securing funding from Severn Trent Water Community Fund to extend and develop our mentoring and EBSA service across Staffordshire and the surrounding regions
- Setting up of a satellite office in Stafford at The Shire Hall Business Centre
- Working in partnership with Herefordshire County Council to deliver an EBSA mentoring service to pupils in high schools
- Appointment of a Digital Marketing Administrator to develop our online profile and raise awareness
- Expansion of our services into the Gloucestershire and Cheltenham areas
- We now have two Educational Psychologists working with the Charity to deliver training and supervision to our staff and volunteers
- We have appointed two new Trustees – Hayley Trenfield and Jayne Tullett
- Two of our volunteers were invited to the Kings Garden Party at Buckingham Palace in May 2025

**B. Major achievements and challenges**

- We have opened a new office at The Shire Hall Business Centre in Stafford which is being staffed part time. This has been possible due to support from Severn Trent Water Community Fund
- Expanding and developing our service into Staffordshire
- Volunteer representation at the Kings Garden Party at Buckingham Palace
- Developing and expanding our EBSA project into Gloucestershire and Herefordshire

**C. Growth YoY**

The charity has seen growth across 4 key deliverables in 2025

- 11% increase in children mentored from 329 to 364
- 23% increase in schools using our services from 75 to 82
- 146 mentors delivering our mentoring services
- 78 new volunteers trained during the year

This is testament to the hard work and dedication of the staff and volunteers and a very positive indicator that our service is meeting the needs of local children. This year the charity has been kindly supported by Severn Trent Water Community Foundation, Garfield Weston, Children in Need, Swire Charitable Trust, E Cadbury, Awards for All, Worcestershire Community Foundation, Eveson Trust, E Bulmer Trust, Julia Rausing Charitable Trust, Sir John Middlemore, John Martin Charity, Hedley Charitable Trust, Turner Trust, Woodward Charitable Trust, Harry Payne Charitable Trust, MFG Solicitors, Worcester Crematorium, Gould Estates, David Wilson Homes, Monday Night Group, Baron Davenport, Stephen Clark Charitable Trust and Mentor Link Services CIC.

**MENTOR LINK**  
**COMPANY LIMITED BY GUARANTEE**  
**TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S**  
**REPORT) (continued)**  
**YEAR ENDED 30 NOVEMBER 2025**

**Investment and Performance**

The constitution authorises the Executive Committee to make and hold investments at their discretion.

**Factors Relevant to Achieve Objectives**

It is important to maintain relationships with sources of funding and donors as well as maintaining Mentor Link's good reputation and standing in the wider community.

**Financial review**

The charity had a small deficit of £4,739. The charity funds stand at £178,948.

Tight controls have been kept on expenditure to keep the losses as low as possible and to allow the trustees to direct as much income as possible to our one to one mentoring service.

**Reserves Policy**

The Executive Committee decided to set aside a minimum of £88,583 in reserves which is held in our Nationwide account.

**Principal Funding**

Principal funding comes from grants, donations and funding bids.

**Plans for the future**

The trustees plan to continue the services into next year.

**Future Developments**

Since the end of the financial year, the Executive Committee has continued to raise funds through applications to grant funders and obtain support from local businesses.

**Small company provisions**

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 19 March 2026 and signed on behalf of the board of trustees by:



D Henderson  
Trustee

**MENTOR LINK**  
**COMPANY LIMITED BY GUARANTEE**  
**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF MENTOR**  
**LINK**  
**YEAR ENDED 30 NOVEMBER 2025**

I report to the trustees on my examination of the financial statements of Mentor Link ('the charity') for the year ended 30 November 2025.

**Responsibilities and basis of report**

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

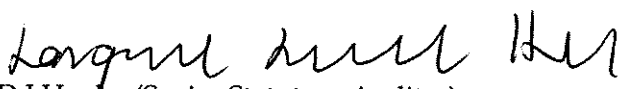
Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

**Independent examiner's statement**

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

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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.

  
D J Hanby (Senior Statutory Auditor)  
Independent Examiner

Langard Lifford Hall Limited  
Lifford Hall  
Lifford Lane  
Kings Norton  
Birmingham, B30 3JN

19 March 2026

**MENTOR LINK**  
**COMPANY LIMITED BY GUARANTEE**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
**(INCLUDING INCOME AND EXPENDITURE ACCOUNT)**  
**YEAR ENDED 30 NOVEMBER 2025**

			2025		2024
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
<b>Income and endowments</b>					
Donations and legacies	5	32,393	80,194	112,587	128,228
Incoming Resources from Charitable activities	6	87,528	-	87,528	75,522
Fundraising Income	7	2,618	-	2,618	1,830
Investment income	8	3,778	-	3,778	4,151
<b>Total income</b>		<u>126,317</u>	<u>80,194</u>	<u>206,511</u>	<u>209,731</u>
<b>Expenditure</b>					
Expenditure on raising funds:					
Fundraising Costs	9	783	-	783	470
Expenditure on charitable activities	10,11	196,915	13,553	210,467	169,223
<b>Total expenditure</b>		<u>197,698</u>	<u>13,553</u>	<u>211,250</u>	<u>169,693</u>
<b>Net (expenditure)/income and net movement in funds</b>		<u>(71,381)</u>	<u>66,641</u>	<u>(4,739)</u>	<u>40,038</u>
<b>Reconciliation of funds</b>					
Total funds brought forward		63,327	120,361	183,688	143,650
<b>Total funds carried forward</b>		<u>(8,054)</u>	<u>187,002</u>	<u>178,948</u>	<u>183,688</u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The notes on pages 8 to 15 form part of these financial statements.



**MENTOR LINK**  
**COMPANY LIMITED BY GUARANTEE**  
**STATEMENT OF FINANCIAL POSITION**

**30 NOVEMBER 2025**

	Note	2025 £	2024 £
<b>Fixed assets</b>			
Tangible fixed assets	16	1,452	1,936
<b>Current assets</b>			
Debtors	17	18,960	23,005
Cash at bank and in hand		254,804	200,036
		<u>273,764</u>	<u>223,041</u>
<b>Creditors: amounts falling due within one year</b>	18	<u>96,267</u>	<u>41,289</u>
<b>Net current assets</b>		177,497	181,752
<b>Total assets less current liabilities</b>		<u>178,949</u>	<u>183,688</u>
<b>Net assets</b>		<u>178,949</u>	<u>183,688</u>
<b>Funds of the charity</b>			
Restricted funds		187,002	120,361
Unrestricted funds		(8,054)	63,327
<b>Total charity funds</b>	20	<u>178,948</u>	<u>183,688</u>

For the year ending 30 November 2025 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 19 March 2026, and are signed on behalf of the board by:

*D. S. Henderson*

D Henderson  
Trustee

The notes on pages 8 to 15 form part of these financial statements.

**MENTOR LINK**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 30 NOVEMBER 2025**

**1. General information**

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is First Floor, Forum House, Anchor Drive, Stourport on Severn, Worcestershire, DY13 9BZ.

**2. Statement of compliance**

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', 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 (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

**3. Accounting policies**

**Basis of preparation**

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

**Going concern**

There are no material uncertainties about the charity's ability to continue.

**Judgements and key sources of estimation uncertainty**

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

**Fund accounting**

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

**MENTOR LINK**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**YEAR ENDED 30 NOVEMBER 2025**

**3. Accounting policies** *(continued)*

**Incoming resources**

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

**Resources expended**

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

**Tangible assets**

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

**Depreciation**

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures, fittings and equipment      -      25% reducing balance

**MENTOR LINK**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**YEAR ENDED 30 NOVEMBER 2025**

**3. Accounting policies** *(continued)*

**Impairment of fixed assets**

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

**Financial instruments**

Financial instruments are classified and accounted for, according to the substance of the contractual arrangement, as either financial assets, financial liabilities or equity instruments. An equity instrument is any contract that evidences a residual interest in the assets of the company after deducting all of its liabilities.

**Defined contribution plans**

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

**4. Charitable incorporated organisation**

The Company is a Limited Liability Charitable Incorporated Organisation and is registered as a Charity (Registered Number 1169026). The members of the company are the Directors.

**5. Donations and legacies**

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
<b>Donations</b>			
Donations	32,393	-	32,393
ASDA Foundation	-	-	-
<b>Grants</b>			
Hopmarket Charitable Trust	-	-	-
Comic Relief	-	-	-
Eveson Charitable Trust	-	3,644	3,644
Awards For All	-	6,663	6,663
Swire Charitable Trust	-	10,000	10,000
Edward Cadbury Trust	-	2,250	2,250
St James Place	-	-	-
Garfield Weston	-	12,500	12,500
Charitable Trusts and Donations	-	45,137	45,137
	<u>32,393</u>	<u>80,194</u>	<u>112,587</u>

**MENTOR LINK**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**YEAR ENDED 30 NOVEMBER 2025**

**5. Donations and legacies** *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
<b>Donations</b>			
Donations	26,388	-	26,388
ASDA Foundation	1,177	-	1,177
<b>Grants</b>			
Hopmarket Charitable Trust	-	1,500	1,500
Comic Relief	-	5,398	5,398
Eveson Charitable Trust	-	6,000	6,000
Awards For All	-	19,502	19,502
Swire Charitable Trust	-	10,000	10,000
Edward Cadbury Trust	-	-	-
St James Place	-	9,000	9,000
Garfield Weston	-	12,500	12,500
Charitable Trusts and Donations	780	35,983	36,763
	<u>28,345</u>	<u>99,883</u>	<u>128,228</u>

**6. Incoming resources from charitable activities**

	Unrestricted Funds £	<b>Total Funds 2025 £</b>	Unrestricted Funds £	Total Funds 2024 £
Income from schools	<u>87,528</u>	<u>87,528</u>	<u>75,522</u>	<u>75,522</u>

**7. Fundraising income**

	Unrestricted Funds £	<b>Total Funds 2025 £</b>	Unrestricted Funds £	Total Funds 2024 £
Fundraising	1,428	1,428	422	422
Fundraising: 100 Club	1,190	1,190	1,408	1,408
	<u>2,618</u>	<u>2,618</u>	<u>1,830</u>	<u>1,830</u>

**8. Investment income**

	Unrestricted Funds £	<b>Total Funds 2025 £</b>	Unrestricted Funds £	Total Funds 2024 £
Bank interest receivable	<u>3,778</u>	<u>3,778</u>	<u>4,151</u>	<u>4,151</u>

**MENTOR LINK**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**YEAR ENDED 30 NOVEMBER 2025**

**9. Fundraising costs**

Unrestricted Funds	Total Funds 2025	Unrestricted Funds	Total Funds 2024
£	£	£	£
783	783	470	470

**10. Expenditure on charitable activities by fund type**

	Unrestricted Funds	Restricted Funds	Total Funds 2025
	£	£	£
Mentoring	131,548	12,120	143,667
Support costs	65,367	1,433	66,800
	<u>196,915</u>	<u>13,553</u>	<u>210,467</u>

	Unrestricted Funds	Restricted Funds	Total Funds 2024
	£	£	£
Mentoring	55,728	56,560	112,287
Support costs	12,541	44,394	56,936
	<u>68,269</u>	<u>100,954</u>	<u>169,223</u>

**11. Expenditure on charitable activities by activity type**

	Activities undertaken directly	Support costs	Total funds 2025	Total fund 2024
	£	£	£	£
Mentoring	<u>143,667</u>	<u>66,800</u>	<u>210,467</u>	<u>169,223</u>

**12. Net (expenditure)/income**

Net (expenditure)/income is stated after charging/(crediting):

	2025	2024
	£	£
Depreciation of tangible fixed assets	<u>484</u>	<u>645</u>

**MENTOR LINK**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**YEAR ENDED 30 NOVEMBER 2025**

**13. Independent examination fees**

	2025	2024
	£	£
Fees payable to the independent examiner for:		
Independent examination of the financial statements	600	600

**14. Staff costs**

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2025	2024
	£	£
Wages and salaries	154,479	136,044
Social security costs	5,895	5,311
Employer contributions to pension plans	2,967	2,587
	<u>163,341</u>	<u>143,942</u>

The average head count of employees during the year was 16 (2024: 16). The average number of full-time equivalent employees during the year is analysed as follows:

	2025	2024
	No.	No.
Administration	4	6
Management	1	1
	<u>5</u>	<u>7</u>

No employee received employee benefits of more than £60,000 during the year (2024: Nil).

**15. Trustee remuneration and expenses**

During the year no trustees received remuneration in respect of their trustees duties.

During the year a salary was paid to A Maddocks of £59,692 (2024: £51,366) in respect of her managerial role of running Mentor Link.

During the year travel expenses of £Nil (2024: £Nil) were reimbursed to trustees.

**MENTOR LINK**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**YEAR ENDED 30 NOVEMBER 2025**

**16. Tangible fixed assets**

	<b>Fixtures and fittings</b>
	<b>£</b>
<b>Cost</b>	
At 1 December 2024 and 30 November 2025	11,779
<b>Depreciation</b>	
At 1 December 2024	9,843
Charge for the year	484
At 30 November 2025	10,327
<b>Carrying amount</b>	
At 30 November 2025	1,452
At 30 November 2024	1,936

**17. Debtors**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Trade debtors	18,288	20,840
Prepayments and accrued income	672	2,165
	<u>18,960</u>	<u>23,005</u>

**18. Creditors: amounts falling due within one year**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Accruals and deferred income	89,408	35,960
Other creditors	6,859	5,329
	<u>96,267</u>	<u>41,289</u>

**19. Pensions and other post retirement benefits**

**Defined contribution plans**

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £2,967 (2024: £2,587).



**MENTOR LINK**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**YEAR ENDED 30 NOVEMBER 2025**

**20. Analysis of charitable funds**

**Unrestricted funds**

	At 1 Dec 2024	Income	Expenditure	At 30 Nov 2025
	£	£	£	£
General funds	<u>63,327</u>	<u>126,317</u>	<u>(197,698)</u>	<u>(8,054)</u>

	At 1 Dec 2023	Income	Expenditure	At 30 Nov 2024
	£	£	£	£
General funds	<u>22,218</u>	<u>109,848</u>	<u>(68,739)</u>	<u>63,327</u>

**Restricted funds**

	At 1 Dec 2024	Income	Expenditure	At 30 Nov 2025
	£	£	£	£
Salaries, volunteer expenses and running costs	<u>120,361</u>	<u>80,194</u>	<u>(13,553)</u>	<u>187,002</u>

	At 1 Dec 2023	Income	Expenditure	At 30 Nov 2024
	£	£	£	£
Salaries, volunteer expenses and running costs	<u>121,432</u>	<u>99,883</u>	<u>(100,954)</u>	<u>120,361</u>

**21. Analysis of net assets between funds**

	Unrestricted Funds	Restricted Funds	Total Funds 2025
	£	£	£
Tangible fixed assets	1,452	-	1,452
Current assets	270,763	3,000	273,763
Creditors less than 1 year	<u>(12,449)</u>	<u>(83,817)</u>	<u>(96,266)</u>
<b>Net assets</b>	<u>259,766</u>	<u>(80,817)</u>	<u>178,949</u>

	Unrestricted Funds	Restricted Funds	Total Funds 2024
	£	£	£
Tangible fixed assets	1,936	-	1,936
Current assets	223,265	-	223,265
Creditors less than 1 year	<u>(6,290)</u>	<u>(28,710)</u>	<u>(35,000)</u>
<b>Net assets</b>	<u>218,911</u>	<u>(28,710)</u>	<u>190,201</u>