

Registered Charity Number: 1170137



**Report of the Trustees and Unaudited Financial Statements  
for the year ended 31<sup>st</sup> March 2025**

**4M UK**  
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## REPORT OF THE TRUSTEES

The trustees present their report with the financial statements of the charity for the year ended 31 March 2025. The trustees have adopted the provisions of 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 (FRS 102) (effective 1 January 2015).

### Objectives and Activities

4M is a worldwide movement of men - a band of brothers - it's a group of ordinary people living extraordinary lives. Our values are built on Faith, Brotherhood, Adventure & Justice. And we want men everywhere to throw all they have into mind, body & soul adventures that will impact them and their world forever.

An XCC is a mind, body and soul adventure - an active and challenging endurance event, out in the wild. The XCC is set up like one endless day; for 72 hours men are confronted with significant physical challenges, deep comradeship and profound moments of moral and spiritual input. Through the XCC process, you can find perspective; evaluate who you are and find a purpose worth living for

### Public benefit

The Trustees have considered the Charity Commission guidance on public benefit and consider that the activities of the charity meet its charitable objectives and provide a benefit to the public.

### Achievement and performance

The activities in the year were 3 XCC events as follows:

- Oct 24 – XCC in Wales. We had 100 participants.
- April 25 – XCC in Scotland. We had 77 participants
- May 25 – XCC in Snowdonia. We had 95 participants.
- XCC Club – Gold and Silver membership available – monthly zoom discussions with James Ray. 27 members (17 Gold, 10 Silver).

NB: Mar 25 – XCC in Northumberland was cancelled due to lack of sign ups a month before the event. Participants registered were offered a transfer to another XCC in the next 12 months, a refund (within a limited timeframe), to gift the place to a friend, or donate the place back to XCC)

#### Achievements

- We launched a new location to help grow our reach. This was a success and will be a regular event in May in place of the 2<sup>nd</sup> Scotland event.
- We have updated our website and branding on social media and developed a highly skilled volunteer 'marketing' team, who are passionate about XCC and championing it in professional and appropriate ways
- Core Crew member qualified as ML UK – to help our ever improving/evolving safety and risk awareness
- We launched XCC Club: a monthly online course that guides men in discovering and embodying the core principles of authentic masculinity.
- We have various initiatives to celebrate our centenary (including a national gathering and a book publication)
- New trustee Simon Court will join us to add insight, experience and a fresh approach to governance

#### Future plans

All 2025 XCC locations are confirmed

- recruitment is expected to grow via improved social media channels
  - XCC Book likely to generate funds and interest
  - Post year-end we have managed to secure some restricted grants to support this and cover the gap between the ticket cost and what someone can afford so that we can maximise the number of people on our events.
  - continued development of core Crew team and specialist volunteers
  - Refresh of core policies and procedures, including upgrading safeguarding and risk management policies
- We'd like to specially note our thanks to our donors for their support this year, and the many volunteers who help on our events.

#### Financial review

4M UK's income is made up primarily from donations and event fees.

Donations, including funds reclaimed under the Gift Aid system were £100,338 (2024: £61,996). Income from charitable activities such as events and book sales were £72,426 (2024: £67,745).

Many thanks to everyone who has given generously throughout the year and to those who have organised and helped with fundraising activities.



## 4M UK

### REPORT OF THE TRUSTEES

There was a surplus at the year-end of £4,588 (2024: deficit £58,929) after expenses totalling £168,836 (2024: £196,255)

#### Reserves policy

The policy of the organisation is to maintain three months running costs as reserves wherever possible. This reflects the concern of the trustees that they should maintain sufficient reserves to meet any unforeseen circumstances and in particular, to meet the organisation's obligations, in the event that the charity has to be wound up.

The year-end level of reserves is lower than the trustees would like. They are aware of the situation and are looking to build reserves in future years by organising larger numbers to attend XCC events.

#### Structure, Governance and Management

##### Governing document

The charity is controlled by its governing document, a constitution, and is a Charitable Incorporated Organisation (CIO) registered on 11<sup>th</sup> November 2016.

##### Recruitment and appointment of new trustees

All the trustees are already familiar with the practical work of the charity. Any new trustees will be invited and encouraged to attend training sessions to familiarise themselves with the charity and the context within which it operates.

All of the trustees give their time voluntarily and received no benefits from the charity. All payments made to related parties of the directors and key management are shown as a note to the accounts.

##### Induction and training of new trustees

New trustees are given an orientation pack, which briefs them on a trustee's legal obligations under charity law, the content of the governing document, the committee and decision-making process, and the most recent accounts and Annual Report.

#### Reference and Administration Details

##### Registered name

4M UK

(Working names: 4M; The 4<sup>th</sup> Musketeer)

##### Registered Charity number

1170137

##### Principal address

128B The Street  
Rustington  
West Sussex  
BN16 3DA

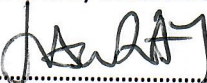
#### Trustees

| Name      | Position | Appointments/Resignations |
|-----------|----------|---------------------------|
| J Ray     | Chair    |                           |
| J Skeates |          |                           |
| B Jacob   |          |                           |

#### Independent Examiner

Magnus Proctor (Retired Accountant)  
Lindisfarne, Landkey Road  
Barnstaple, EX32 9BW

Approved by the board of trustees on 24<sup>th</sup> June 2025 and signed on its behalf by:



J Ray, Chair

**Independent examiner's report to the trustees of 4M UK**

I report to the charity trustees on my examination of the accounts of 4M UK (the Trust) for the year ended 31<sup>st</sup> March 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 Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent examiner's statement**

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

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I confirm that there are no other matters to which your attention should be drawn to enable a proper understanding of the accounts to be reached.

Signed:



Magnus Proctor  
Retired Accountant  
Lindisfarne  
Landkey Road  
Barnstaple  
Devon  
EX32 9BW

Date: 24<sup>th</sup> June 2025

**STATEMENT OF FINANCIAL ACTIVITIES**  
for the Year ended 31 March 2025

|  |       | Unrestricted<br>funds | Restricted<br>funds | 2025<br>Total  | 2024<br>Total   |
|--|-------|-----------------------|---------------------|----------------|-----------------|
|  | Notes | £                     | £                   | £              | £               |
| <b>Income and Endowments</b>               |       |                       |                     |                |                 |
| Donations and legacies                     | 2     | 100,338               | 0                   | 100,338        | 69,196          |
| Charitable activities                      | 3     | 72,426                | 0                   | 72,426         | 67,745          |
| Investment income                          | 4     | 160                   | 0                   | 160            | 385             |
| Other income                               |       | 0                     | 0                   | 0              | 0               |
| <b>Total Incoming Resources</b>            |       | <b>172,924</b>        | <b>0</b>            | <b>172,924</b> | <b>137,326</b>  |
| <b>Expenditure</b>                         |       |                       |                     |                |                 |
| Charitable activities                      |       | 168,336               | 0                   | 168,336        | 196,255         |
| <b>Total Resources Expended</b>            |       | <b>168,336</b>        | <b>0</b>            | <b>168,336</b> | <b>196,255</b>  |
| <b>Net Incoming / (Outgoing) resources</b> |       | <b>4,588</b>          | <b>0</b>            | <b>4,588</b>   | <b>(58,929)</b> |
| <b>Reconciliation of Funds</b>             |       |                       |                     |                |                 |
| Total Funds brought forward                |       | 1,707                 | 0                   | 1,707          | 60,636          |
| <b>Total Funds carried forward</b>         |       | <b>6,295</b>          | <b>0</b>            | <b>6,295</b>   | <b>1,707</b>    |

**STATEMENT OF FINANCIAL POSITION**  
**At 31 March 2025**

|  | Notes | Unrestricted<br>funds<br>£ | Restricted<br>funds<br>£ | 2025<br>Total<br>£ | 2024<br>Total<br>£ |
|--|-------|----------------------------|--------------------------|--------------------|--------------------|
| <b>Fixed Assets</b>                            |       |                            |                          |                    |                    |
| Tangible assets                                | 7     | 379                        | 0                        | 379                | 1,762              |
| <b>Current Assets</b>                          |       |                            |                          |                    |                    |
| Stocks   |       | 2,138                      | 0                        | 2,138              | 3,399              |
| Debtors and prepayments                        | 8     | 10,377                     | 0                        | 10,377             | 11,057             |
| Cash at bank                                   |       | 22,734                     | 0                        | 22,734             | 20,728             |
|  |       | 35,249                     | 0                        | 35,249             | 35,184             |
| <b>Current Liabilities</b>                     |       |                            |                          |                    |                    |
| Amounts falling due within one year            | 9     | (29,333)                   | 0                        | (29,333)           | (35,239)           |
| <b>Current Assets less Current Liabilities</b> |       | 5,916                      | 0                        | 5,916              | (55)               |
| <b>Total Assets less Current Liabilities</b>   |       | 6,295                      | 0                        | 6,295              | 1,707              |
| <b>Funds</b>                                   |       |                            |                          |                    |                    |
| Charity Funds                                  | 10    | 6,295                      | 0                        | 6,295              | 1,707              |

The financial statements were approved by the Board of Trustees on 24<sup>th</sup> June 2025 and were signed on its behalf by:



J Ray, Chair



**NOTES TO THE FINANCIAL STATEMENTS**  
**for the Year ended 31 March 2025**

**1. Accounting Policies**

**Basis of preparing the financial statements and assessment of going concern**

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 (FRS 102) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

The trustees refer you to Note 14 Post Balance Sheet Event and the Trustees Annual Report concerning uncertainties about the charity's ability to continue as a going concern.

**Income**

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

**Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

**Tangible fixed assets**

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

|           |             |
|-----------|-------------|
| Equipment | 33% on cost |
|-----------|-------------|

**Taxation**

The charity is exempt from tax on its charitable activities.

**Debtors**

Trade and other debtors are recognised at the settlement amount. Prepayments are valued at the amount prepaid.

**Cash at bank and in hand**

Cash at bank and in hand includes cash, current bank accounts and deposit bank accounts with no withdrawal limitations.

**Creditors**

Creditors are recognised where then charity has a present obligation resulting from a past event that will result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are recognised at their settlement amount.

**Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees. Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.



**NOTES TO THE FINANCIAL STATEMENTS**  
for the Year ended 31 March 2025

**2. Donations and Legacies**

|                     | 2025           | 2024          |
|---------------------|----------------|---------------|
|                     | £              | £             |
| Donations           | 90,387         | 60,538        |
| Gift Aid receivable | 9,951          | 8,658         |
|                     | <u>100,338</u> | <u>69,196</u> |

**3. Charitable Activities**

|                     | 2025          | 2024          |
|---------------------|---------------|---------------|
|                     | £             | £             |
| Fees                | 67,949        | 63,170        |
| Sale of merchandise | 4,477         | 4,575         |
|                     | <u>72,426</u> | <u>67,745</u> |

**4. Investment income**

|                   | 2025       | 2024       |
|-------------------|------------|------------|
|                   | £          | £          |
| Interest received | 160        | 385        |
|                   | <u>160</u> | <u>385</u> |

**5. Expenditure on charitable activities**

|                        | 2025           | 2024           |
|------------------------|----------------|----------------|
|                        | £              | £              |
| The operation of 4M UK | 138,864        | 164,200        |
| Support costs          | 29,472         | 32,055         |
|                        | <u>168,336</u> | <u>196,255</u> |

**6. Analysis of support costs**

|                                 | 2025          | 2024          |
|---------------------------------|---------------|---------------|
|                                 | £             | £             |
| Independent examiner            | 100           | 500           |
| Management and accountancy fees | 16,699        | 20,328        |
| Bank charges                    | 2,955         | 2,057         |
| Office and IT costs             | 6,272         | 6,369         |
| Consulting                      | 165           | 0             |
| Insurance                       | 3,260         | 2,801         |
|                                 | <u>29,472</u> | <u>32,055</u> |

**7. Employee's Remuneration and Benefits**

|                            | 2025           | 2024           |
|----------------------------|----------------|----------------|
|                            | £              | £              |
| Employee's salaries        | 100,972        | 118,272        |
| Employee's social security | 4,909          | 5,710          |
| Pension costs              | 2,252          | 2,252          |
|                            | <u>108,133</u> | <u>126,234</u> |

**Trustees' expenses**

There were no trustees' expenses paid for the period ended 31 March 2025.

**Key management**

The trustees consider the Key Management to be the position of the Trustees; the remuneration of which is disclosed above.

**NOTES TO THE FINANCIAL STATEMENTS**  
for the Year ended 31 March 2025

**8. Staff costs**

|   | <b>2025<br/>No.</b> | <b>2024<br/>No.</b> |
|---|---------------------|---------------------|
| The average monthly number of employees during the period was as follows: | 3                   | 5                   |
| No employees received emoluments in excess of £60,000.                    |                     |                     |

**9. Tangible fixed Assets**

|   | <b>Equipment</b> | <b>Total<br/>£</b> |
|---|------------------|--------------------|
| <b>Cost</b>                               |                  |                    |
| Cost brought forward                      | 12,408           | 12,408             |
| Additions                                 | 0                | 0                  |
| <b>Total cost carried forward</b>         | <b>12,408</b>    | <b>12,408</b>      |
| <b>Depreciation</b>                       |                  |                    |
| Depreciation brought forward              | 10,646           | 10,646             |
| Charge for year                           | 1,383            | 0                  |
| <b>Total depreciation carried forward</b> | <b>12,029</b>    | <b>0</b>           |
| <b>Net Book Value</b>                     |                  |                    |
| At 31 March 2025                          | 379              | 0                  |
| At 31 March 2024                          | 1,762            | 1,762              |

**10. Debtors**

|                                | <b>2025<br/>£</b> | <b>2024<br/>£</b> |
|--------------------------------|-------------------|-------------------|
| Trade debtors                  | 50                | 879               |
| Prepayments and accrued income | 5,638             | 7,872             |
| Other debtors                  | 4,689             | 2,306             |
|                                | <b>10,377</b>     | <b>11,057</b>     |

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

|                              | <b>2025<br/>£</b> | <b>2024<br/>£</b> |
|------------------------------|-------------------|-------------------|
| Trade creditors              | 1,200             | 2,442             |
| Taxation and social security | 3,296             | 2,749             |
| Accruals and deferred income | 24,837            | 30,048            |
|                              | <b>29,333</b>     | <b>35,239</b>     |

**NOTES TO THE FINANCIAL STATEMENTS**  
for the Year ended 31 March 2025

**12. Movement in Funds****Unrestricted Funds**

|                     | Balance<br>1 <sup>st</sup> April 2024 | Income         | Expenditure      | Transfers | Balance<br>31 <sup>st</sup> March<br>2025 |
|---------------------|---------------------------------------|----------------|------------------|-----------|---|
| General Fund        | (5,916)                               | 172,924        | (168,336)        | 0         | (1,328)                                   |
| Global Support Fund | 7,623                                 | 0              | (0)              | 0         | 7,623                                     |
| <b>Total Funds</b>  | <b>1,707</b>                          | <b>172,924</b> | <b>(168,336)</b> | <b>0</b>  | <b>6,295</b>                              |

**Unrestricted Funds**

|                     | Balance<br>1 <sup>st</sup> April 2023 | Income         | Expenditure      | Transfers | Balance<br>31 <sup>st</sup> March<br>2024 |
|---------------------|---------------------------------------|----------------|------------------|-----------|---|
| General Fund        | 53,128                                | 137,326        | (196,255)        | (115)     | (5,916)                                   |
| Global Support Fund | 7,508                                 | 0              | (0)              | 115       | 7,623                                     |
| <b>Total Funds</b>  | <b>60,636</b>                         | <b>137,326</b> | <b>(196,255)</b> | <b>0</b>  | <b>1,707</b>                              |

The Global Support Fund is money set aside to support the global mission of 4M.

**13. Related Party Disclosures**

E Ray, wife of trustee, J Ray (Trustee) received a salary of £16,200 during the year. (2024: £16,200)

The following pages do not form part of the Financial Statements

# DETAILED STATEMENT OF FINANCIAL ACTIVITIES

|   | 2025<br>£      | 2024<br>£       |
|---|----------------|-----------------|
| <b>Income and endowments</b>                      |                |                 |
| <b>Donations and legacies</b>                     |                |                 |
| Donations   | 90,387         | 60,538          |
| Gift Aid received                                 | 9,951          | 8,658           |
| <b>Total income from donations and legacies</b>   | <b>100,338</b> | <b>69,196</b>   |
| <b>Charitable activities</b>                      |                |                 |
| Fees  | 67,949         | 63,170          |
| Sale of merchandise                               | 4,477          | 4,575           |
| <b>Total income from charitable activities</b>    | <b>72,426</b>  | <b>67,745</b>   |
| <b>Investment income</b>                          |                |                 |
| Interest received                                 | 160            | 385             |
| <b>Total income from investment income</b>        | <b>160</b>     | <b>385</b>      |
| <b>Other Income</b>                               | <b>0</b>       | <b>0</b>        |
| <b>Total incoming resources</b>                   | <b>177,924</b> | <b>137,326</b>  |
| <b>Expenditure</b>                                |                |                 |
| <b>Charitable activities</b>                      |                |                 |
| Materials for XCC                                 | 6,238          | 4,342           |
| Venue Hire  | 0              | 350             |
| Equipment hire                                    | 86             | 0               |
| Food and drink for XCC                            | 8,992          | 11,033          |
| Coach hire and transportation                     | 2,917          | 2,491           |
| Merchandise                                       | 3,640          | 5,710           |
| Contributions (NL)                                | 3,117          | 3,474           |
| Accommodation                                     | 219            | 0               |
| Advertising and marketing                         | 1,375          | 5,371           |
| Entertainment                                     | 371            | 307             |
| Salaries  | 100,972        | 118,272         |
| Employers' national insurance costs               | 4,909          | 5,710           |
| Staff training                                    | 508            | 470             |
| Pension costs                                     | 2,252          | 2,252           |
| Telephone and internet                            | 580            | 493             |
| Travel  | 1,305          | 1,537           |
| Mileage   | 0              | 957             |
| Depreciation                                      | 1,383          | 1,431           |
| <b>Total expenditure on charitable activities</b> | <b>138,864</b> | <b>164,200</b>  |
| <b>Support costs</b>                              |                |                 |
| Independent examiner                              | 100            | 500             |
| Management and accountancy fees                   | 16,699         | 20,328          |
| Bank charges                                      | 2,976          | 2,057           |
| Office and IT costs                               | 6,272          | 6,369           |
| Consulting  | 165            | 0               |
| Insurance   | 3,260          | 2,801           |
| <b>Total support costs</b>                        | <b>29,472</b>  | <b>32,055</b>   |
| <b>Total resources expended</b>                   | <b>168,336</b> | <b>196,255</b>  |
| <b>Net incoming/(outgoing) resources</b>          | <b>4,588</b>   | <b>(58,929)</b> |