

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST OCTOBER 2024
FOR
THE WAYFINDERWOMAN TRUST**

Gibbons Mannington & Phipps LLP
Chartered Accountants
20 Eversley Road
Bexhill-on-Sea
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TN40 1HE

THE WAYFINDERWOMAN TRUST

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FOR THE YEAR ENDED 31ST OCTOBER 2024

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THE WAYFINDERWOMAN TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST OCTOBER 2024

The trustees present their report with the financial statements of the charity for the year ended 31st October 2024. 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 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The charity's principle aim is to promote social inclusion for the public benefit by preventing women and young girls of working age from becoming socially excluded, relieving the needs of those who are socially excluded and assisting them to integrate into society by:

- a) The provision of information and advice,
- b) Building a mutual support community, able to network with others with similar experiences with the object of providing individuals with the knowledge, understanding and confidence to overcome barriers to employment opportunities,
- c) One to one support, workshops and seminars with the objective of enabling women and young girls so that they have the skills and confidence to overcome any barriers that are preventing them from identifying and pursuing employment choices prior to, and during their working lives,
- d) Provision of on-line and face to face support in an empathic, non-threatening environment with the object of relieving emotional hardship,
- e) Working alongside organisations to improve and promote employment opportunities for women with the object of relieving financial hardship.

Volunteers

The charity can only operate with volunteers who are committed to helping other women. This year we had had a number of volunteers giving their time both in the drop in-centre (the Hub) and outside of that raising awareness and fundraising. In total they gave 2,302 hours of their time for which we are very grateful. Although this is a reduction on the previous year, it is a reflection of the difficulty we are facing, along with other charities, in recruiting and retaining volunteers.

THE WAYFINDERWOMAN TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST OCTOBER 2024

ACHIEVEMENT AND PERFORMANCE

Charitable activities

In the second year of our Reaching Communities National Lottery grant, we note that there has been a doubling in hub activity from 235 contacts in the previous year to 543 in this reporting year. Over 70 women have attended workshops with excess of 60 having peer support 1-2-1s and pro-bono coaching. We still experience a high number of beneficiaries who book onto our courses and peer support sessions that fail to attend due to ill health or other commitments have unexpectedly arisen. As Trustees we are endeavoring to reduce the non-attendance and make our activities as accessible as possible. Our annual survey found continuing major challenges for women around mental health issues and cost of living, where nearly a third of respondents reported cutting back on food and essentials and over two thirds report that they have experienced gender discrimination. We continue to offer support based on the feedback we receive from surveys such as this. Thanks to our part-time Community Ambassador, funded by Awards for All, we have established contact with an additional 25 organisations and through our external events met another 300+ individuals. This is significantly raising our profile within the local community and enabling us to better signpost beneficiaries.

Competition for grants continues and in addition to the National Lottery, we received funding of £2,500, the second instalment, from the Garfield Weston Foundation which was used to run several of our workshops to improve women's mental health. We also received funding from the John Jackson Trust of £8,600 and also £18,263 from Awards for All, National Lottery.

We were pleased to welcome Mrs H Peckham, Ms D Reid, Ms Q Luong, Ms L Bedford, Ms S Harris, Ms A Langford-Hebbelink and Mrs C Corke as Trustees during the year. We said goodbye to Ms K Day, Ms F Anderson, Ms B Rowe, Ms J Lovegrove, Ms S Bush and Ms D Reid, who had been involved with the charity for a while. Our enormous thanks go to them, and all of the Trustees who willingly give their time and expertise.

We remained active with representation on the CPS Scrutiny Panels for Violence Against Women and Young Girls, and Hate Crime, whilst our involvement as a representative on the Strategic Independent Advisory Group for Sussex Police resulting in even closer working relationships with the Force.

FINANCIAL REVIEW

Financial position

The total income for the year was £80,807 which was made up of £69,287 from donations and legacies, whilst the balance of £11,520 came from trading activities. (£59,715 in 2023). During the year there was expenditure of £10,910 spent on fund raising and £47,968 spent on charitable activities, a total of £58,878 overall. (£46,510 - 2023) The financial statements show a net income surplus of £21,929 for this year (2023- surplus of £13,205).

Reserves policy

The charity's reserves are required and maintained at a level sufficient to ensure the continuance of the charity's objectives. The charity has ringfenced designated funds of £10,405 continue the charity's objectives for the next two years. The restricted funds are currently £26,876 with unrestricted funds at £40,391.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust. The charity was registered as a Charitable Incorporated Organisation (CIO) with the Charity Commission on 31 October 2017.

Recruitment and appointment of new trustees

The Board of Trustees may at any time appoint another individual as a new Trustee by ordinary resolution. The Trustees can consist of at least three with no maximum limit.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1175486

THE WAYFINDERWOMAN TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST OCTOBER 2024

Principal address

10 Michelham Close
Eastbourne
East Sussex
BN23 8JD

Trustees

Mrs L J Murphy (resigned 3/9/2024)
Miss T Xerxes
Mrs K Day (resigned 17/6/2024)
Ms F I Anderson (resigned 17/6/2024)
Mrs J Lovegrove (resigned 21/2/2025)
Ms B Rowe (resigned 13/5/2024)
Ms S Bush (resigned 17/6/2024)
Mrs C Maskill
Mrs T Anderton
Mrs K Burrell
Ms H Peckham (appointed 15/12/2023)
Ms D Reid (appointed 23/10/2024) (resigned 13/3/2025)
Ms Q M Luong (appointed 3/9/2024)
Ms L Bedford (appointed 18/6/2024) (resigned 13/3/2025)
Ms S Harris (appointed 18/6/2024)
Ms A Langford-Hebbelinck (appointed 5/12/2023)
Mrs C C E Corke (appointed 10/12/2024)

Independent Examiner

Danny Sallows FCA
Gibbons Mannington & Phipps LLP
Chartered Accountants
20 Eversley Road
Bexhill-on-Sea
East Sussex
TN40 1HE

Approved by order of the board of trustees on 20th May 2025 and signed on its behalf by:

Ms H Peckham - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE WAYFINDERWOMAN TRUST

Independent examiner's report to the trustees of The WayfinderWoman Trust

I report to the charity trustees on my examination of the accounts of The WayfinderWoman Trust (the Trust) for the year ended 31st October 2024.

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 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.

Danny Sallows FCA

Gibbons Mannington & Phipps LLP
Chartered Accountants
20 Eversley Road
Bexhill-on-Sea
East Sussex
TN40 1HE

23rd May 2025

THE WAYFINDERWOMAN TRUST

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST OCTOBER 2024

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	<i>2023 Total funds £</i>
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	5,773	63,514	69,287	50,480
Other trading activities	3	11,520	-	11,520	9,235
Total		17,293	63,514	80,807	59,715
EXPENDITURE ON					
Raising funds		1,923	8,987	10,910	867
Charitable activities	4				
Charitable activities		11,222	36,746	47,968	45,643
Total		13,145	45,733	58,878	46,510
NET INCOME					
Transfers between funds	13	4,148 (44)	17,781 44	21,929 -	13,205 -
Net movement in funds		4,104	17,825	21,929	13,205
RECONCILIATION OF FUNDS					
Total funds brought forward		36,287	9,051	45,338	32,133
TOTAL FUNDS CARRIED FORWARD		40,391	26,876	67,267	45,338

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

The notes form part of these financial statements

THE WAYFINDERWOMAN TRUST

BALANCE SHEET 31ST OCTOBER 2024

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	<i>2023 Total funds £</i>
FIXED ASSETS					
Intangible assets	9	-	-	-	702
Tangible assets	10	-	452	452	967
		-	452	452	1,669
CURRENT ASSETS					
Debtors	11	745	-	745	762
Cash at bank and in hand		40,887	27,300	68,187	46,558
		41,632	27,300	68,932	47,320
CREDITORS					
Amounts falling due within one year	12	(1,241)	(876)	(2,117)	(3,651)
NET CURRENT ASSETS		40,391	26,424	66,815	43,669
TOTAL ASSETS LESS CURRENT LIABILITIES		40,391	26,876	67,267	45,338
NET ASSETS		40,391	26,876	67,267	45,338
FUNDS	13				
Unrestricted funds				40,391	36,287
Restricted funds				26,876	9,051
TOTAL FUNDS				67,267	45,338

The financial statements were approved by the Board of Trustees and authorised for issue on 20th May 2025 and were signed on its behalf by:

H Peckham - Trustee

The notes form part of these financial statements

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST OCTOBER 2024**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

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 2019)', 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.

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.

Website

Intangible assets are initially measured at cost. After initial recognition, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses. Amortisation is provided at 20% straight line basis in order to write the asset off over its estimated useful life.

Tangible fixed assets

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

Fixtures and fittings - Over 3 or 4 years straight line on cost

Taxation

The charity is exempt from tax on its charitable activities.

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.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Cash at bank

Cash at bank includes cash and short term highly liquid investments with a short maturity of three months or less from the opening of the deposit.

Debtors

Debtors are recognised at their recoverable amounts to which the trust is entitled.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST OCTOBER 2024

1. ACCOUNTING POLICIES - continued

Cash at bank

Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably 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 normally recognised at their settlement value.

2. DONATIONS AND LEGACIES

	2024	2023
	£	£
Donations	5,773	5,060
Grants	63,514	45,420
	<u>69,287</u>	<u>50,480</u>

Grants received, included in the above, are as follows:

	2024	2023
	£	£
Lottery Community Fund	51,197	30,994
Mayors Fund	702	702
Garfield Weston	2,500	2,500
MADL	451	1,097
SCF	64	1,554
EBC	-	8,573
John Jackson Trust	8,600	-
	<u>63,514</u>	<u>45,420</u>

3. OTHER TRADING ACTIVITIES

	2024	2023
	£	£
Fundraising events	11,452	8,796
Sale of books	38	12
Course fees	30	427
	<u>11,520</u>	<u>9,235</u>

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 5)
	£
Charitable activities	<u>47,968</u>

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST OCTOBER 2024**

5. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2024	2023
	£	£
Staff costs	24,466	21,906
Secretarial services	540	-
Postage and stationery	245	570
Leaflets and promotional costs	818	13
Facilitator and speaker fees	3,769	4,562
Hall hire	-	595
Volunteer expenses	534	1,231
Advertising, promotion and marketing	1,838	364
Computer expenses	2,760	1,745
Refreshments	-	39
Training	876	1,026
Rent	8,340	8,340
Insurance	692	662
Telephone	301	719
Sundries	152	325
Travel	324	-
Computer maintenance	-	400
Subscriptions	929	816
Payroll fees	167	-
Depreciation	1,217	2,330
	47,968	45,643

6. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31st October 2024 nor for the year ended 31st October 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31st October 2024 nor for the year ended 31st October 2023.

7. STAFF COSTS

	2024	2023
	£	£
Wages and salaries	24,101	21,096
Social security costs	-	72
Other pension costs	365	738
	24,466	21,906

The average monthly number of employees during the year was as follows:

	2024	2023
	2	2
Part-time		

No employees received emoluments in excess of £60,000.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST OCTOBER 2024

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	5,060	45,420	50,480
Other trading activities	9,235	-	9,235
Total	<u>14,295</u>	<u>45,420</u>	<u>59,715</u>
EXPENDITURE ON			
Raising funds	867	-	867
Charitable activities			
Charitable activities	4,640	41,003	45,643
Total	<u>5,507</u>	<u>41,003</u>	<u>46,510</u>
NET INCOME	8,788	4,417	13,205
Transfers between funds	790	(790)	-
Net movement in funds	9,578	3,627	13,205
RECONCILIATION OF FUNDS			
Total funds brought forward	26,709	5,424	32,133
TOTAL FUNDS CARRIED FORWARD	<u>36,287</u>	<u>9,051</u>	<u>45,338</u>

9. INTANGIBLE FIXED ASSETS

	Website £
COST	
At 1st November 2023 and 31st October 2024	<u>3,510</u>
AMORTISATION	
At 1st November 2023	<u>2,808</u>
Charge for year	<u>702</u>
At 31st October 2024	<u>3,510</u>
NET BOOK VALUE	
At 31st October 2024	<u><u>-</u></u>
At 31st October 2023	<u><u>702</u></u>

THE WAYFINDERWOMAN TRUST

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31ST OCTOBER 2024

10. TANGIBLE FIXED ASSETS

	Fixtures and fittings £
COST	
At 1st November 2023 and 31st October 2024	6,600
DEPRECIATION	
At 1st November 2023	5,633
Charge for year	515
At 31st October 2024	6,148
NET BOOK VALUE	
At 31st October 2024	452
At 31st October 2023	967

11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Other debtors	745	762

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Taxation and social security	2	23
Other creditors	2,115	3,628
	2,117	3,651

THE WAYFINDERWOMAN TRUST

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31ST OCTOBER 2024

13. MOVEMENT IN FUNDS

	At 1/11/23 £	Net movement in funds £	Transfers between funds £	At 31/10/24 £
Unrestricted funds				
General fund	20,381	(578)	(44)	19,759
Women in Lockdown book	484	38	-	522
Pier to Peer walk	12,015	4,688	-	16,703
Vintage fair	1,209	-	-	1,209
Royal Variety Show	2,198	-	-	2,198
	<u>36,287</u>	<u>4,148</u>	<u>(44)</u>	<u>40,391</u>
Restricted funds				
SCF COVID-19	213	-	-	213
SCF Technical	211	-	-	211
EBC 3	233	-	-	233
EBC Devolved budget	500	-	-	500
Arnold Clarke	500	-	-	500
John Jackson Fund - Hub	4,000	3,000	-	7,000
Community Ambassador Fundraiser	-	14,876	-	14,876
Lottery Community Fund	3,041	(51)	-	2,990
MADL	353	-	-	353
Garfield Weston Fund	-	(44)	44	-
	<u>9,051</u>	<u>17,781</u>	<u>44</u>	<u>26,876</u>
TOTAL FUNDS	<u>45,338</u>	<u>21,929</u>	<u>-</u>	<u>67,267</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	10,705	(11,283)	(578)
Women in Lockdown book	38	-	38
Pier to Peer walk	6,550	(1,862)	4,688
	<u>17,293</u>	<u>(13,145)</u>	<u>4,148</u>
Restricted funds			
Mayors Fund	702	(702)	-
SCF COVID-19	49	(49)	-
SCF Technical	15	(15)	-
John Jackson Fund - Hub	8,600	(5,600)	3,000
Community Ambassador Fundraiser	18,263	(3,387)	14,876
Lottery Community Fund	32,934	(32,985)	(51)
MADL	451	(451)	-
Garfield Weston Fund	2,500	(2,544)	(44)
	<u>63,514</u>	<u>(45,733)</u>	<u>17,781</u>
TOTAL FUNDS	<u>80,807</u>	<u>(58,878)</u>	<u>21,929</u>

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST OCTOBER 2024**

13. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/11/22 £	Net movement in funds £	Transfers between funds £	At 31/10/23 £
Unrestricted funds				
General fund	18,436	1,155	790	20,381
Women in Lockdown book	472	12	-	484
Pier to Peer walk	4,394	7,621	-	12,015
Vintage fair	1,209	-	-	1,209
Royal Variety Show	2,198	-	-	2,198
	<u>26,709</u>	<u>8,788</u>	<u>790</u>	<u>36,287</u>
Restricted funds				
SCF Tampon Tax	-	808	(808)	-
SCF COIVD-19	213	-	-	213
SCF Technical	211	-	-	211
EBC 3	-	233	-	233
EBC Devolved budget	500	-	-	500
Arnold Clarke	500	-	-	500
John Jackson Fund - Hub	4,000	-	-	4,000
Lottery Community Fund	-	3,041	-	3,041
MADL	-	353	-	353
Garfield Weston Fund	-	(18)	18	-
	<u>5,424</u>	<u>4,417</u>	<u>(790)</u>	<u>9,051</u>
TOTAL FUNDS	<u>32,133</u>	<u>13,205</u>	<u>-</u>	<u>45,338</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	5,987	(4,832)	1,155
Women in Lockdown book	12	-	12
Pier to Peer walk	8,296	(675)	7,621
	<u>14,295</u>	<u>(5,507)</u>	<u>8,788</u>
Restricted funds			
Mayors Fund	702	(702)	-
SCF Tampon Tax	808	-	808
SCF COIVD-19	243	(243)	-
SCF Technical	503	(503)	-
EBC 3	8,573	(8,340)	233
Lottery Community Fund	30,994	(27,953)	3,041
MADL	1,097	(744)	353
Garfield Weston Fund	2,500	(2,518)	(18)
	<u>45,420</u>	<u>(41,003)</u>	<u>4,417</u>
TOTAL FUNDS	<u>59,715</u>	<u>(46,510)</u>	<u>13,205</u>

14. RELATED PARTY DISCLOSURES

Payments made to RDP Limited for workshop facilitation of £500 (2023 £500) were made during the year. RDP Limited is a company run by a trustee. There are no further declarations of interest.

THE WAYFINDERWOMAN TRUST

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST OCTOBER 2024

	2024 £	2023 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	5,773	5,060
Grants	63,514	45,420
	69,287	50,480
Other trading activities		
Fundraising events	11,452	8,796
Sale of books	38	12
Course fees	30	427
	11,520	9,235
Total incoming resources	80,807	59,715
EXPENDITURE		
Raising donations and legacies		
Fund raising costs	1,923	867
Fund raising consultancy	8,987	-
	10,910	867
Charitable activities		
Wages	24,101	21,096
Social security	-	72
Pensions	365	738
Secretarial services	540	-
Postage and stationery	245	570
Leaflets and promotional costs	818	13
Facilitator and speaker fees	3,769	4,562
Hall hire	-	595
Volunteer expenses	534	1,231
Advertising, promotion and marketing	1,838	364
Computer expenses	2,760	1,745
Refreshments	-	39
Training	876	1,026
Rent	8,340	8,340
Insurance	692	662
Telephone	301	719
Sundries	152	325
Travel	324	-
Computer maintenance	-	400
Subscriptions	929	816
Payroll fees	167	-
Website	702	702
Fixtures and fittings	515	1,628
	47,968	45,643
Total resources expended	58,878	46,510
Net income	21,929	13,205

This page does not form part of the statutory financial statements