

# OSPREY LEADERSHIP FOUNDATION

England & Wales · Charity number 1176199

## Details

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**Status** Registered

**Legal form** CIO

**Registered** 2017-12-11

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

## Contact

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**Address** 16 Audit Hall Road  
Empingham  
Oakham  
Rutland  
LE15 8PH

**Phone** 07739 314794

**Email** [info@ospreylf.org](mailto:info@ospreylf.org)

**Website** [www.ospreylf.org](http://www.ospreylf.org)

## Activities

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**Objects:** (1) TO ADVANCE THE EDUCATION OF THE PUBLIC IN THE SUBJECT OF NATURE AND IN PARTICULAR BUT WITHOUT LIMITATION NATURE CONSERVATION.(2) FOR THE PUBLIC BENEFIT TO PROMOTE THE EDUCATION (INCLUDING SOCIAL AND PHYSICAL TRAINING) OF PEOPLE ENGAGED IN OR WISHING TO BECOME ENGAGED IN NATURE CONSERVATION OR ANY RELATED TRADE OR PROFESSION IN SUCH WAYS AS THE CIO THINKS FIT, INCLUDING BY:A. AWARDING TO SUCH PERSONS SCHOLARSHIPS, MAINTENANCE ALLOWANCES OR GRANTS TENABLE AT ANY UNIVERSITY, COLLEGE OR INSTITUTION OF HIGHER OR FURTHER EDUCATION.B. PROVIDING THEIR EDUCATION (INCLUDING THE STUDY OF MUSIC OR OTHER ARTS), TO UNDERTAKE TRAVEL IN FURTHERANCE OF THAT EDUCATION OR TO PREPARE FOR ENTRY TO ANY OCCUPATION IN NATURE CONSERVATION OR A RELATED TRADE OR PROFESSION ON LEAVING ANY EDUCATIONAL ESTABLISHMENT.(3) TO ASSIST IN SUCH WAYS AS THE CIO THINKS FIT ANY CHARITY WHOSE CHARITABLE PURPOSES ARE THE SAME AS OR SIMILAR TO THOSE OF THE CIO.

**Activities:** Inspiring and engaging people with nature and creating the conservation leaders of the future through a programme of innovative and exciting opportunities.

## Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** General Charitable Purposes, Education/training, Environment/conservation/heritage, Economic/community Development/employment
- **Who:** Children/young People, The General Public/mankind

## Geography

- The Gambia
- Throughout England And Wales

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-04-05	£26,795	£26,700	-	-
2024-04-05	£23,394	£16,583	-	-
2023-04-05	£13,526	£15,411	-	-
2022-04-05	£9,762	£9,540	-	-
2021-04-05	£11,283	£7,827	-	-

## Trustees

Name	Role	Appointed
<b>Linda Mary Jones</b>	Chair	2026-01-09
Andrew Clarke		2026-01-09
Laura Danielle Shakespeare		2022-04-28
Marcia Henson		2026-01-09
NAOMI JANE ATKIN		2017-06-12
Olivia Frances Cooper		2022-04-28
Stephen Davis		2024-01-23
Victoria June Mander		2019-11-14

**OSPREY LEADERSHIP FOUNDATION**

England & Wales - Charity number 1176199

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# Accounts

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## Trustees' Annual Report for the period

From 6/4/2024      Period start date  
To 5/4/2025      Period end date

**Charity name: Osprey Leadership Foundation**

**Charity registration number: 1176199**

## Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	<ol style="list-style-type: none"><li>1. To advance the education of the public in the subject of nature and in particular but without limitation nature conservation.</li><li>2. For the public benefit to promote the education (including social and physical training) of people engaged in or wishing to become engaged in nature conservation or any related trade or profession in such ways as the CIO thinks fit, including by:<ol style="list-style-type: none"><li>1. Awarding to such persons scholarships, maintenance allowances or grants tenable at any university, college or institution of higher or further education.</li><li>2. Providing their education (including the study of music or other arts), to undertake travel in furtherance of that education or to prepare for entry to any occupation in nature conservation or a related trade or profession on leaving any educational establishment.</li></ol></li><li>3. To assist in such ways as the CIO thinks fit any charity whose charitable purposes are the same as or similar to those of the CIO.</li></ol>
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	The key aims of the charity are to inspire and enable young conservation leaders along the Osprey's flyway (principally in the UK and The Gambia), to find their voice and deliver sustainable environmental change to the world around them.

Work in the UK currently focusses on three key programmes, *Becoming a Conservation Leader* and *Evolving Conservation Leaders* for early career conservationists, and *Osprey Leaders* for younger people.

*Becoming a Conservation Leader* (BCL) is an online programme, designed to be as inclusive as possible. It introduces young and early career conservationists to the concept of authentic leadership, and explores the traits of truly effective leaders, and how these skills are relevant to a career in conservation. Study materials in the form of podcasts, blogs and written exercises are added to the OLF website on a weekly basis so that participants can read, listen, and complete the exercises at their own pace. Three online discussions are held during the programme, which runs for six weeks.

Four cohorts of BCL were run during the reporting period: the first from April-May 2024, (25 participants); a second from September-October 2024 (23 participants); a third from November-December 2024 (24 participants); and a fourth from February - April 2025 (16 participants).

The *Evolving Conservation Leaders* (ECL) launched in January 2021, provides mentoring, bespoke leadership training, workshops, peer-support, networking and work experiences opportunities for young conservationists who have completed *Becoming a Conservation Leader* programme. The programme is advertised during the latter stages of the BCL programme and participants encouraged to apply for a place.

A heavily subsidised annual charge of £120 is made for membership of ECL, to contribute towards the costs of running the programme. Members are encouraged to ask their employer to cover this cost. If this is not possible, and the person is unable to pay themselves, they are still permitted to participate to ensure we are as inclusive as possible. A 50% discount is offered to students. 40 members were signed up at the end of the reporting period, including to three people based in The Gambia, who all participate free of charge.

All were allocated mentors from the OLF trustee team and through a group of associate mentors, who work in the

		<p>conservation sector, share OLF's values and support the scheme.</p> <p>The <i>Osprey Leaders</i> programme provides an opportunity for like-minded young people aged 8-16 to meet up, along with their families, to view the nesting Ospreys at Rutland Water and to undertake a range of other nature-based activities. The monthly sessions were well attended, with an average of 12-15 young people attending, and 28 children registered overall.</p> <p>The work in the UK was coordinated by Head of Programmes, Becky Park, on a part-time basis.</p> <p>In addition, OLF has formed a successful partnership with the Gunjur Project in The Gambia to run a peer-to-peer environmental education project called <i>Ospreys in The Gambia</i>. Staff from the Gunjur Project trained young leaders to run both classroom- and field-based sessions for other young people from the local community, based around Ospreys and other migratory birds.</p> <p>OLF also organised a <i>Young Conservationists Hub</i> at Global Birdfair, held in Rutland during July 2024. This involved a series of panel discussions, talks and workshops by young people focussing on various issues in conservation and natural history over the three days of the event.</p>
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	We confirm the trustees have had regard to the Charity Commission's guidance on public benefit.

### Additional information

You may choose to include further statements where relevant about:

	SORP reference	
Contribution made by volunteers	Para 1.38	Much of the work of the charity, including that of the founder is undertaken on a voluntary basis. A small team of volunteers assist with fundraising and delivery of programmes. This includes a group of 24 associate mentors who support the ECL scheme. These associate mentors work in the conservation sector and are chosen because they share the values of OLF.

## Achievements and Performance

	SORP reference	
<p>Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.</p>	<p>Para 1.20</p>	<p>We believe that inspiring and enabling the conservation leaders of the future is essential to help combat the growing climate and biodiversity emergencies.</p> <p>We make our programmes as inclusive and accessible as possible. The <i>Becoming a Conservation Leader</i> programme attracted participants from Europe and Africa, making it truly international in its reach.</p> <p>Feedback from the four <i>Becoming a Conservation Leader</i> cohorts was overwhelmingly positive. The programme aims to show young people that anyone can be a leader, and have influence, regardless of the stage of their career or position in an organisation, and this is reflected in the feedback received, including this testimonial received in December 2024:</p> <p><i>“At first glance a ‘leadership course’ is not something that would have piqued my interest, I did not see myself as a leader and nor did I think an online course in it was something that would benefit me. How naive I was. I found this course to be nothing short of empowering, and maybe in a few years I will reflect that it was life changing. I found myself wishing I could absorb every single word I read or heard; it was one golden nugget of wisdom after another. I’ve come away with quotes and ideas not only to lead by, but to live by.</i></p> <p><i>In no way I’ve experienced before, it has shown me that it is perfectly within my power to be brave, to act, and to be led by what I believe in. On top of that, it has connected me to other young people who have the same worries, feelings and experiences, which has been thoroughly cathartic.</i></p> <p><i>I look forward to using everything I’ve learnt from this course, I feel I have accumulated a careers worth of leadership knowledge in 5 short weeks and am so very grateful to have this insight at the beginning of my career. I can’t recommend it enough to any other young person who wants to make a difference for nature. Don’t be dissuaded, as I was, by any preconception you may</i></p>

*have about what leadership is, I am certain this course has something to offer you.”*

The *Evolving Conservation Leaders* scheme aims to develop a community of like-minded young conservationists, who are genuinely committed to delivering sustainable environmental change to help combat the biodiversity and climate emergencies. We believe that the programme will inspire and enable participants to find their voice, and to have a positive impact at a local, national and, potentially, international level in years to come.

Each member is allocated a mentor, and invited to participate in online networking sessions every six weeks to encourage networking and peer support.

Mentoring is a key element of the ECL programme, with regular meetings between mentor and mentee every 6-8 weeks encouraged. As in previous years a number of participants were supported through a job application and been successful or similarly applied to go on to further study.

Peer support has also proved extremely valuable, with the regular networking sessions allowing participants to share their experiences, good and bad, in a safe and trusted environment.

Feedback from a recent member demonstrates the impact ECL has:

*“Being part of the Evolving Conservation Leadership programme with OLF has been transformative for me in my early career in conservation. I learned valuable leadership skills which gave me the confidence to grow in my role as a manager. ECL also gave me the opportunity to be mentored, which gave me the push I needed to apply for a promotion in my role, which was successful. The ECL community is a wonderful group of young, passionate conservationists, and I greatly enjoyed the meet ups and trips we took together. I would recommend ECL to anyone wanting to gain essential leadership skills and be part of a conservation community that motivates you to excel in your career.”*

The Osprey Leaders programme in Rutland, provides an opportunity for young people with an interest in nature to get

	<p>together with like-minded others and their families. We actively encourage members to show acts of leadership at school and in their communities. It was pleasing therefore that a number of members earned their 'senior leader' badge by giving talks about Ospreys in school assemblies or to community groups. This helps them to build confidence and inspire others.</p> <p>The new peer-to-peer education programme, developed in partnership with the Gunjur Project in The Gambia provides a unique opportunity for young people from rural areas to learn about Ospreys and other migratory birds, and the importance of protecting them. The fact these sessions are delivered by other young Gambians is extremely significant and impactful. The book, <i>Be an Osprey Expert (Gambia edition)</i>, was given to all students who participated in the programme, and this will continue.</p> <p>The <i>Young Conservationists Hub</i> that OLF organised at Global Birdfair provided a platform and voice to young people at this international event, and feedback received was extremely positive.</p>
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## Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	Although the charity remains very small, it was pleasing that income was significantly greater than the previous financial year. Further fundraising work will be undertaken to increase the capacity of the charity.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	N/A
Amount of reserves held	Para 1.22	N/A
Reasons for holding zero reserves	Para 1.22	A policy will be implemented by trustees in due course.
Details of fund materially in deficit	Para 1.24	None.
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	At this early stage of the charity's development, much of our work is undertaken on a voluntary basis and thus can continue with limited financial resources. However, it is essential to generate additional income to both increase our capacity, and to provide long-term security and sustainability.

## Additional information

The charity's principal sources of funds (including any fundraising)	Para 1.47	To date the principal source of funds have been donations from members of the public, supplemented by additional fundraising activities. A comprehensive fundraising strategy will be developed, and grant funding sought in order to increase the capacity of the charity.
A description of the principal risks facing the charity	Para 1.46	The principal risk at present relates to insufficient funding, and this will be addressed as detailed above.

## Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	Constitution
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	<p>Potential trustees are recommended for consideration by either the charity founder or existing trustees.</p> <p>As detailed in the charity's constitution, every trustee must be appointed by a resolution passed at a properly convened meeting of the charity trustees.</p> <p>In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.</p>

## Reference and Administrative details

Charity name	Osprey Leadership Foundation
Other name the charity uses	
Registered charity number	1176199
Charity's principal address	16 Audit Hall Lane, Empingham, Rutland, LE15 8PH



## Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	N/A
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	N/A
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	N/A

### Additional information (optional)

#### Name of chief executive or names of senior staff members

Dr Tim Mackrill (charity founder)

### Exemptions from disclosure

Reason for non-disclosure of key personnel details


N/A

### Other optional information

## Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

<b>Signature(s)</b>		
<b>Full name(s)</b>	Naomi Atkin	
<b>Position (eg Secretary, Chair, etc)</b>	Chair	
<b>Date</b>	9/1/26	

## Receipts and payments accounts

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For the period from	Period start 6th April 2024	To	Period end 5th April 2025
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### Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
<b>A1 Receipts</b>					
Donations from regular supporters	18,418	-	-	18,418	4,861
General donations	1,829	3,000	-	4,829	14,429
Commercial donations	460	-	-	460	1,000
Events and book/painting sales	986	-	-	986	1,555
Amazon Core donations	-	-	-	-	44
Bank interest	101	-	-	101	65
Gift aid	-	-	-	-	-
OLF programmes	2,000	-	-	2,000	1,440
<b>Sub total (Gross income for AR)</b>	<b>23,795</b>	<b>3,000</b>	<b>-</b>	<b>26,795</b>	<b>23,394</b>
<b>A2 Asset and investment sales</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total receipts</b>	<b>23,795</b>	<b>3,000</b>	<b>-</b>	<b>26,795</b>	<b>23,394</b>
<b>A3 Payments</b>					
Consultancy	17,760	-	-	17,760	11,712
Fundraising events/book sales	685	-	-	685	144
Online meetings/webinars for OLF programmes	-	-	-	-	373
Admin	1,149	-	-	1,149	291
Website/email accounts	840	-	-	840	681
Training	30	-	-	30	490
Evolving Conservation Leaders	52	-	-	52	2268
Education work (The Gambia)	-	1,991	-	1,991	423
Internship	-	1,616	-	1,616	-
Osprey Leaders	33	-	-	33	201
Young Conservations Hub - GB	2,544	-	-	2,544	-
	-	-	-	-	-
<b>Sub total</b>	<b>23,093</b>	<b>3,607</b>	<b>-</b>	<b>26,700</b>	<b>16,583</b>
<b>A4 Asset and investment purchases, (see table)</b>					
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total payments</b>	<b>23,093</b>	<b>3,607</b>	<b>-</b>	<b>26,700</b>	<b>16,583</b>
<b>Net of receipts/(payments)</b>	<b>702</b>	<b>- 607</b>	<b>-</b>	<b>95</b>	<b>6,811</b>
<b>A5 Transfers between funds</b>					
	-	-	-	-	-
<b>A6 Cash funds last year end</b>	<b>10,009</b>	<b>5,029</b>	<b>-</b>	<b>15,038</b>	<b>9,882</b>
<b>Cash funds this year end</b>	<b>10,711</b>	<b>4,422</b>	<b>-</b>	<b>15,133</b>	<b>16,693</b>

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

Categories	Details	Unrestricted to nearest £	Restricted to nearest £	Endowmen to nearest £
<b>B1 Cash funds</b>	HSBC Community Account	10610	238	-
	HSBC Bmm Account	101	4184	-
		-	-	-
	<b>Total cash funds</b>	<b>10,711</b>	<b>4,422</b>	<b>-</b>
	(agree balances with receipts and payments account(s))	OK	OK	OK
	<b>Details</b>	<b>Unrestricted to nearest £</b>	<b>Restricted to nearest £</b>	<b>Endowmen to nearest £</b>
<b>B2 Other monetary assets</b>		-	-	-
		-	-	-
		-	-	-
		-	-	-
	<b>Details</b>	<b>Fund to which asset belongs</b>	<b>Cost (optional)</b>	<b>Current value (optional)</b>
<b>B3 Investment assets</b>			-	-
			-	-
			-	-
	<b>Details</b>	<b>Fund to which asset belongs</b>	<b>Cost (optional)</b>	<b>Current value (optional)</b>
<b>B4 Assets retained for the charity's own use</b>			-	-
			-	-
			-	-
	<b>Details</b>	<b>Fund to which liability relates</b>	<b>Amount due (optional)</b>	<b>When due (optional)</b>
<b>B5 Liabilities</b>			-	
			-	

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

Signature  


Print Name  
Naomi Atkin  
Chair of Trustees

Date of approval  
09/01/2026

**Tomorrow's conservation leaders**

Registered charity no. 1176199

16 Audit Hall Road, Empingham, Rutland, LE15 8PH

www.ospreyjf.org

**Agreement to provide communications support for Global Birdfair 2024**

This is to confirm that the Osprey Leadership Foundation will pay Megan Allen a total of £810 (based on £20 per hour) for communications work in support of the Young Conservationists Hub at Global Birdfair on 12<sup>th</sup>, 13<sup>th</sup> and 14<sup>th</sup> July.

As an OLF Trustee you will be paid in agreement with clause 6.2.c. of the constitution which permits payments to Trustees for specialist services such as this.

This role will involve creating content before, during and after the event to raise the profile of the Young Conservationists Hub as well as material that can be used in future years.

Payments will be made on a monthly basis from June to September upon production of the required materials, which Becky Park and Tim Mackrill will discuss with you.

If we do not feel that the materials meet the required standard, we will inform you of this. We also reserve the right to end this agreement early.

I hereby agree to the terms of this agreement:



Megan Allen

Date 13/05/2024



Tim Mackrill (Founder)

Date 13/5/2024

*Alexandra Wilby MAAT*

*Freedom Farm*

*Back Lane*

*Belton in Rutland*

*LE15 9JS*

24th November 2025

I have reviewed the accounts of The Osprey Leadership Foundation for year end April 2025 and can confirm they are an accurate record.

Alex Wilby

**OSPREY LEADERSHIP FOUNDATION**

England & Wales - Charity number 1176199

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# Accounts

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## Trustees' Annual Report for the period

From 6/4/2023      Period start date  
To 5/4/2024      Period end date

**Charity name: Osprey Leadership Foundation**

**Charity registration number: 1176199**

## Objectives and Activities

	SORP reference	
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Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	The key aims of the charity are to inspire and enable young conservation leaders along the Osprey's flyway (principally in the UK and The Gambia), to find their voice and deliver sustainable environmental change to the world around them.

		<p>Work in the UK focussed on two key programmes, <i>Becoming a Conservation Leader</i>, and <i>Evolving Conservation Leaders</i>.</p> <p><i>Becoming a Conservation Leader</i> (BCL) is a free online programme, designed to be as inclusive as possible. It introduces young and early career conservationists to the concept of authentic leadership, and explores the traits of truly effective leaders, and how these skills are relevant to a career in conservation. Study materials in the form of podcasts, blogs and written exercises are added to the OLF website on a weekly basis so that participants can read, listen, and complete the exercises at their own pace. Three online discussions are held during the programme, which runs for six weeks.</p> <p>Four cohorts of BCL were run during the reporting period: the first from April-May 2023, (21 participants); a second from June-July 2023 (18 participants); a third from November-December 2023 (21 participants); and a fourth from January-March 2024 (13 participants).</p> <p>Feedback was extremely positive with net promoter scores of 67, 60, 100 and 100 respectively.</p> <p>The <i>Evolving Conservation Leaders</i> (ECL) launched in January 2021, provides mentoring, bespoke leadership training, workshops, peer-support, networking and work experiences opportunities for young conservationists who have completed <i>Becoming a Conservation Leader</i> programme. The programme is advertised during the latter stages of the BCL programme and participants encouraged to apply for a place.</p> <p>An annual charge of £120 for membership of ECL was introduced in January 2024 to contribute towards the costs of running the programme. Members were encouraged to ask their employer to cover this cost. If this was not possible, and the person was unable to pay themselves, they were still permitted to participate. A 50% discount was also offered to students. 34 people signed up for ECL following this change, six of which received the student discount and six places were awarded free of charge, including to three members based in The Gambia.</p>
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		<p>All were allocated mentors from the OLF trustee team and through a growing group of associate mentors, who work in the conservation sector, share OLF's values and support the scheme.</p> <p>In addition to this work with early career conservationists, OLF also took over the running of a youth group, based at Rutland Water Nature Reserve, formerly called Osprey Ambassadors, and now rebranded as Osprey Leaders. This group provides an opportunity for like-minded young people aged 6-16 to meet up, along with their families, to view the nesting Ospreys at Rutland Water and to undertake a range of other nature-based activities. The monthly sessions were well attended, with an average of 12-15 young people attending.</p> <p>The work in the UK was coordinated by Programme Manager, Becky Park, on a part-time basis.</p> <p>This year a new partnership was established with the Gunjur Project, based in Gunjur in The Gambia to establish a new peer-to-peer environmental education project. Staff from the Gunjur Project trained young leaders to run both classroom- and field-based sessions for other young people, based around Ospreys and other migratory birds. The pilot programme was a success and will be repeated in 2024/25.</p>
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	We confirm the trustees have had regard to the Charity Commission's guidance on public benefit.

**Additional information**

You may choose to include further statements where relevant about:

	SORP reference	
Contribution made by volunteers	Para 1.38	Much of the work of the charity, including that of the founder is undertaken on a voluntary basis. A small team of volunteers assist with fundraising and delivery of programmes. This includes a group of 22 associate mentors who support the ECL scheme. These associate mentors work in the conservation sector and are chosen because they share the values of OLF.

## Achievements and Performance

	SORP reference	
<p>Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.</p>	<p>Para 1.20</p>	<p>We believe that inspiring and enabling the conservation leaders of the future is essential to help combat the growing climate and biodiversity emergencies.</p> <p>We make our programmes as inclusive and accessible as possible. The <i>Becoming a Conservation Leader</i> programme attracted participants from Europe and Africa, making it truly international in its reach.</p> <p>Feedback from the three <i>Becoming a Conservation Leader</i> cohorts run during the reporting period was extremely positive, with net promoter scores of 67, 60, 100 and 100, as detailed above. The programme aims to show young people that anyone can be a leader, and have influence, regardless of the stage of their career or position in an organisation.</p> <p>Feedback included:  <i>"I have found the course really inspiring, and has made me determined to become the best conservation leader I can be! The course teachers are also just lovely people and very knowledgeable, so the live sessions have been really enjoyable to attend."</i></p> <p><i>"I think the course is really worthwhile. The content was very well put together and delivered, providing new perspectives and insights on leadership. It has helped me to have the courage to believe that I can be a leader in my day-to-day life and so I would highly recommend Becoming a Conservation Leader to any aspiring conservationist."</i></p> <p>The <i>Evolving Conservation Leaders</i> scheme aims to develop a community of like-minded young conservationists, who are genuinely committed to delivering sustainable environmental change to help combat the biodiversity and climate emergencies. We</p>

		<p>believe that the programme will inspire and enable participants to find their voice, and to have a positive impact at a local, national and, potentially, international level in years to come.</p> <p>An annual subscription was introduced to provide long-term sustainability to the programme, and the uptake was encouraging.</p> <p>Each member was allocated a mentor, and invited to participate in online networking sessions every six weeks to encourage networking and peer support.</p> <p>Mentoring is a key element of the ECL programme, with regular meetings between mentor and mentee every 6-8 weeks encouraged. As in previous years a number of participants were supported through a job application and been successful or similarly applied to go on to further study.</p> <p>Peer support has also proved extremely valuable, with the regular networking sessions allowing participants to share their experiences, good and bad, in a safe and trusted environment. Feedback from these sessions has included:</p> <p><i>“Hearing about other people’s leadership reflections was really useful and has helped me gain perspective and feel more supported in some recent leadership issues that I’ve struggled with.”</i></p> <p><i>“ECL has been invaluable to me in providing ongoing support within my career, with particular benefits of being able to confide, learn and support others in similar career fields but from totally different organisations/companies/backgrounds. I think it creates a unique and very useful environment of having people who can provide fresh perspectives while still understanding.”</i></p> <p><i>“The most rewarding thing for me has been connecting with others from different organisations and hearing about different work experiences. It is a safe space to share concerns about your career, and a great space to learn from others.”</i></p> <p>The Osprey Leaders programme in Rutland, provides an opportunity for young people with an interest in nature to get together with like-minded others and their families. We actively encourage members to show acts</p>
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		<p>of leadership at school and in their communities. It was pleasing therefore that a number of members earned their 'senior leader' badge by giving talks about Ospreys in school assemblies or to community groups. This helps them to build confidence and inspire others.</p> <p>The new peer-to-peer education programme, developed in partnership with the Gunjur Project in The Gambia provides a unique opportunity for young people from rural areas to learn about Ospreys and other migratory birds, and the importance of protecting them. The fact these sessions are delivered by other young Gambians is extremely significant and impactful. The success of the pilot programme means that further sessions will be organised. The book, <i>Be an Osprey Expert (Gambia edition)</i>, was given to all students who participated in the programme, and this will continue.</p>
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## Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	Although the charity remains very small, it was pleasing that income was significantly greater than the previous financial year. Further fundraising work will be undertaken to increase the capacity of the charity.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	N/A
Amount of reserves held	Para 1.22	N/A
Reasons for holding zero reserves	Para 1.22	A policy will be implemented by trustees in due course.
Details of fund materially in deficit	Para 1.24	None.
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	At this early stage of the charity's development, much of our work is undertaken on a voluntary basis and thus can continue with limited financial resources. However, it is essential to generate additional income to both increase our capacity, and to provide long-term security and sustainability.

## Additional information

The charity's principal sources of funds (including any fundraising)	Para 1.47	To date the principal source of funds have been donations from members of the public, supplemented by additional fundraising activities. A comprehensive fundraising strategy will be developed, and grant funding sought in order to increase the capacity of the charity.
A description of the principal risks facing the charity	Para 1.46	The principal risk at present relates to insufficient funding, and this will be addressed as detailed above.

## Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	Constitution
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	<p>Potential trustees are recommended for consideration by either the charity founder or existing trustees.</p> <p>As detailed in the charity's constitution, every trustee must be appointed by a resolution passed at a properly convened meeting of the charity trustees.</p> <p>In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.</p>

## Reference and Administrative details

Charity name	Osprey Leadership Foundation
Other name the charity uses	
Registered charity number	1176199
Charity's principal address	16 Audit Hall Lane, Empingham, Rutland, LE15 8PH



## Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	N/A
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	N/A
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	N/A

### Additional information (optional)

#### Name of chief executive or names of senior staff members

Dr Tim Mackrill (charity founder)

### Exemptions from disclosure

Reason for non-disclosure of key personnel details


N/A

### Other optional information

## Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

<b>Signature(s)</b>		
<b>Full name(s)</b>	Naomi Atkin	
<b>Position (eg Secretary, Chair, etc)</b>	Chair	
<b>Date</b>	3/2/25	



**Receipts and payments accounts**


CC16a

For the period from	Period start 6th April 2023	To	Period end 5th April 2024
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**Section A Receipts and payments**

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
<b>A1 Receipts</b>					
Donations from regular supporters	4,861	-	-	4,861	4,852
General donations	11,429	3,000	-	14,429	4,659
Commercial donations		1,000	-	1,000	
Events and book/painting sales	1,555	-	-	1,555	1,405
Amazon Core donations	44	-	-	44	61
Bank interest	65			65	
Gift aid		-	-	-	2,550
OLF programmes	1,440		-	1,440	
<b>Sub total (Gross income for AR)</b>	<b>19,394</b>	<b>4,000</b>	<b>-</b>	<b>23,394</b>	<b>13,526</b>
<b>A2 Asset and investment sales</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total receipts</b>	<b>19,394</b>	<b>4,000</b>	<b>-</b>	<b>23,394</b>	<b>13,526</b>
<b>A3 Payments</b>					
Consultancy	10,913	799	-	11,712	10,560
Fundraising events	144	-	-	144	32
Online meetings/webinars for OLF programmes	373	-	-	373	732
Admin	291	-	-	291	227
Website/email accounts	681	-	-	681	525
Training	490		-	490	
Evolving Conservation Leaders	2,268		-	2,268	798
Education work (The Gambia)		423		423	800
Internship				-	1,738
Osprey Leaders		201		201	
				-	
<b>Sub total</b>	<b>15,160</b>	<b>1,423</b>	<b>-</b>	<b>16,583</b>	<b>15,412</b>
<b>A4 Asset and investment purchases, (see table)</b>					
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total payments</b>	<b>15,160</b>	<b>1,423</b>	<b>-</b>	<b>16,583</b>	<b>15,412</b>
<b>Net of receipts/(payments)</b>	<b>4,235</b>	<b>2,577</b>	<b>-</b>	<b>6,812</b>	<b>- 1,886</b>
<b>A5 Transfers between funds</b>					
	-	-	-	-	-
<b>A6 Cash funds last year end</b>	<b>5,775</b>	<b>2,452</b>	<b>-</b>	<b>8,227</b>	<b>9,882</b>
<b>Cash funds this year end</b>	<b>10,009</b>	<b>5,029</b>	<b>-</b>	<b>15,038</b>	<b>7,996</b>

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

Categories	Details	Unrestricted to nearest £	Restricted to nearest £	Endowmen to nearest £
<b>B1 Cash funds</b>	HSBC Community Account	9945	968	-
	HSBC Bmm Account	65	4061	-
		-	-	-
	<b>Total cash funds</b>	<b>10,009</b>	<b>5,029</b>	<b>-</b>
	<small>(agree balances with receipts and payments account(s))</small>	OK	OK	OK
	<b>Unrestricted</b> to nearest £	<b>Restricted</b> to nearest £	<b>Endowmen</b> to nearest £	
<b>B2 Other monetary assets</b>	Details	-	-	-
		-	-	-
		-	-	-
		-	-	-
<b>B3 Investment assets</b>	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-	-
		-	-	-
		-	-	-
<b>B4 Assets retained for the charity's own use</b>	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-	-
		-	-	-
		-	-	-
<b>B5 Liabilities</b>	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
		-	-	-
		-	-	-
		-	-	-
Signed by one or two trustees on behalf of all the trustees	Signature 	Print Name Naomi Atkin (Chair)	Date of approval 03/02/2025	

**OSPREY LEADERSHIP FOUNDATION**

England & Wales - Charity number 1176199

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# Accounts

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## Trustees' Annual Report for the period

From 6/4/2022      Period start date  
To 5/4/2023      Period end date

**Charity name: Osprey Leadership Foundation**

**Charity registration number: 1176199**

## Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	<ol style="list-style-type: none"><li>1. To advance the education of the public in the subject of nature and in particular but without limitation nature conservation.</li><li>2. For the public benefit to promote the education (including social and physical training) of people engaged in or wishing to become engaged in nature conservation or any related trade or profession in such ways as the CIO thinks fit, including by:<ol style="list-style-type: none"><li>1. Awarding to such persons scholarships, maintenance allowances or grants tenable at any university, college or institution of higher or further education.</li><li>2. Providing their education (including the study of music or other arts), to undertake travel in furtherance of that education or to prepare for entry to any occupation in nature conservation or a related trade or profession on leaving any educational establishment.</li></ol></li><li>3. To assist in such ways as the CIO thinks fit any charity whose charitable purposes are the same as or similar to those of the CIO.</li></ol>
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	The key aims of the charity are to inspire and enable young conservation leaders along the Osprey's flyway (principally in the UK and The Gambia), to find their voice and deliver sustainable environmental change to the world around them.

Work in the UK focussed on two key programmes, *Becoming a Conservation Leader*, and *Evolving Conservation Leaders*.

*Becoming a Conservation Leader* (BCL) is a free online programme, designed to be as inclusive as possible. It introduces young and early career conservationists to the concept of authentic leadership, and explored the traits of truly effective leaders, and how these skills are relevant to a career in conservation. Study materials in the form of podcasts, blogs and written exercises are added to the OLF website on a weekly basis so that participants can read, listen, and complete the exercises at their own pace. A weekly online discussion is held throughout the programme.

Three cohorts of BCL were run during the reporting period: the first from February-May 2022 (16 participants, including five from Africa); a second from September - December 2022 (14 participants); and a third cohort of 16 participants, including one person from Africa, which began in April 2023. The first two programmes ran for twelve weeks, but the programme was subsequently condensed into six weeks for the third cohort, which proved highly successful.

Feedback was extremely positive with net promoter scores of 71 (excellent), 43 (great) and 67 (great) respectively for the three cohorts.

The *Evolving Conservation Leaders* (ECL) launched in January 2021, provides mentoring, bespoke leadership training, workshops, peer-support, networking and work experiences opportunities for young conservationists who have completed *Becoming a Conservation Leader* programme. The programme is advertised during the latter stages of the BCL programme and participants encouraged to apply for a place.

Thirteen people were accepted onto the ECL scheme during the reporting period, meaning that by April 2023 there were 41 members, including two from The Gambia. All were allocated mentors from the OLF trustee team and through a growing group of 14 associate mentors, who work in the conservation sector, share OLF's values and support the scheme.

		<p>The work in the UK was coordinated by Programme Manager, Becky Park, on a part-time basis.</p> <p>The <i>Osprey Clubs</i> scheme aims to inspire Gambian students about nature and conservation. A total of 97 students from Tanji Life Lower Basic School, Tanji Life school, Darsilami school and St Martin's school, Kartong, participated in field trips to Tanji beach, Gunjur quarry and Kartong Bird Observatory, where they observed a range of different bird species, including Ospreys.</p> <p>These visits were led by OLF's Gambian coordinator Junkung Jadama, along with Naffie Sarr a member of the Evolving Conservation Leaders scheme. All of the students received a free copy of <i>Be an Osprey Expert (Gambia edition)</i>, a book which was published to support school field trips in The Gambia. The book provides a wealth of information on Ospreys and other wildlife that can be encountered in The Gambia, as well as information on bird migration and a range of activities for children to complete.</p>
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	We confirm the trustees have had regard to the Charity Commission's guidance on public benefit.

### Additional information

You may choose to include further statements where relevant about:

	SORP reference	
Contribution made by volunteers	Para 1.38	Much of the work of the charity, including that of the founder is undertaken on a voluntary basis. A small team of volunteers assist with fundraising and delivery of programmes. This includes a group of 14 associate mentors who support the ECL scheme. These associate mentors work in the conservation sector and are chosen because they share the values of OLF.

## Achievements and Performance

	SORP reference	
<p>Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.</p>	<p>Para 1.20</p>	<p>We believe that inspiring and enabling the conservation leaders of the future is essential to help combat the growing climate and biodiversity emergencies.</p> <p>We make our programmes as inclusive and accessible as possible. The <i>Becoming a Conservation Leader</i> programme attracted participants from Europe and Africa, making it truly international in its reach.</p> <p>Feedback from the three <i>Becoming a Conservation Leader</i> cohorts run during the reporting period was extremely positive, with net promoter scores of 71, 43 and 67, as detailed above. The programme aims to show young people that anyone can be a leader, and have influence, regardless of the stage of their career or position in an organisation.</p> <p>Feedback included:</p> <p><i>"I've gained a lot from this course, not only learning about leadership but being involved with a new community of people who have a passion for conservation. I've found the content to be very personal, targeted and applicable to all areas of my life not just my conservation career. I've learned a lot by reflecting on my own leadership traits, those of others who have inspired me and by hearing about ideas from those in the group. It's been a real motivational boost being involved in this course and I think it could do the same for others which is why I will be recommending it. The fact that it is free to the user is also amazing, particularly given the quality of the content and all round experience, and something really important for career conservationist who are unlikely to be able to fund their own training. Thank you!"</i></p> <p><i>"Every week, I have learnt something brand new. Whether that's a new way of thinking, an important tool or more about myself - I have come away from every session thinking more deeply about myself, the people I surround myself with and my potential as a leader.</i></p> <p><i>I've really enjoyed the mixture of podcasts, written pieces and tasks, as well as the Facebook group!</i></p> <p><i>I think that I will be able to utilise the skills I have learnt on this course from now and will keep utilising them throughout my career.</i></p>

*Thank you :)”*

The *Evolving Conservation Leaders* scheme aims to develop a community of like-minded young conservationists, who are genuinely committed to delivering sustainable environmental change to help combat the biodiversity and climate emergencies. We believe that the programme will inspire and enable participants to find their voice, and to have a positive impact at a local, national and, potentially, international level in years to come. The number of participants grew to 41 during the reporting period. Each member was allocated a mentor, and invited to participate in online networking sessions every six weeks to encourage networking and peer support.

Mentoring is a key element of the ECL programme, and all mentees were asked to give feedback on their mentoring experience to date. This was extremely positive with a Net Promoter Score of 64. Key feedback included:

- All participants found the support from their mentor to be valuable and to have had an impact on them professionally or personally even if only in a small way.
- Overall feeling is that those who planned regular meetings every 6-8 weeks found mentoring to be most effective.
- A number of participants had been supported through a job application and been successful or similarly applied to go on to further study.
- General sense of gratitude with all participants asking for their thanks and appreciation to be passed on.

Dembo Jatta, a member of the ECL programme from Kartong in The Gambia, visited the UK on a internship during Spetember and October 2022. This provided Dembo with a valuable insight into conservation in the UK, and contributed towards his BSc in Global Challenges at the African Leadership University in Rwanda. It was pleasing that Dembo was able to join the ECL meet-up at Rutland Water in September and meet other participants in person.

Students from four rural schools in The Gambia participated in field trips as part of the Osprey clubs scheme. Fieldtrips of this type are not normally possible at under-resourced rural schools in The Gambia. The

		<p>aim is to inspire students about the natural world and, potentially, to spark an interest in nature conservation. A new book, <i>Be an Osprey Expert (Gambia edition)</i> was given to all students who participated in the fieldtrips, as detailed above.</p>
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## Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	As a small and relatively new charity, OLF is still in the early stages of its development with limited finances at present. A comprehensive fundraising strategy is being developed to increase the capacity and reach of our work, based on a three-year operational strategy.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	N/A
Amount of reserves held	Para 1.22	N/A
Reasons for holding zero reserves	Para 1.22	A policy will be implemented by trustees in due course.
Details of fund materially in deficit	Para 1.24	None.
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	At this early stage of the charity's development, much of our work is undertaken on a voluntary basis and thus can continue with limited financial resources. However, it is essential to generate additional income to both increase our capacity, and to provide long-term security and sustainability.

## Additional information

The charity's principal sources of funds (including any fundraising)	Para 1.47	To date the principal source of funds have been donations from members of the public, supplemented by additional fundraising activities. A comprehensive fundraising strategy will be developed, and grant funding sought in order to increase the capacity of the charity.
A description of the principal risks facing the charity	Para 1.46	The principal risk at present relates to insufficient funding, and this will be addressed as detailed above.

## Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	Constitution
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	<p>Potential trustees are recommended for consideration by either the charity founder or existing trustees.</p> <p>As detailed in the charity's constitution, every trustee must be appointed by a resolution passed at a properly convened meeting of the charity trustees.</p> <p>In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.</p> <p>During this reporting period two new trustees were recruited to represent the ECL group.</p>

## Reference and Administrative details

Charity name	Osprey Leadership Foundation
Other name the charity uses	
Registered charity number	1176199
Charity's principal address	16 Audit Hall Lane, Empingham, Rutland, LE15 8PH

**Names of the charity trustees who manage the charity**

	<b>Trustee name</b>	<b>Office (if any)</b>	<b>Dates acted if not for whole year</b>	<b>Name of person (or body) entitled to appoint trustee (if any)</b>
1	Barry Dore	Chair		
2	Paul Stammers	Treasurer		
3	Megan Allen			
4	Naomi Atkin			
5	Victoria Mander			
6	William Norton			
7	Laura Shakespeare		28/4/22	
8	Olivia Cooper		28/4/22	
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

**Corporate trustees – names of the directors at the date the report was approved**

<b>Director name</b>		
N/A		

**Name of trustees holding title to property belonging to the charity**

<b>Trustee name</b>	<b>Dates acted if not for whole year</b>	
N/A		

## Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	N/A
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	N/A
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	N/A

### Additional information (optional)

#### Name of chief executive or names of senior staff members

Dr Tim Mackrill (charity founder)

### Exemptions from disclosure

Reason for non-disclosure of key personnel details

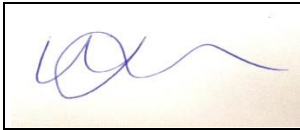
N/A

### Other optional information

## Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

<b>Signature(s)</b>		
<b>Full name(s)</b>	Naomi Atkin	
<b>Position (eg Secretary, Chair, etc)</b>	Acting Chair	
<b>Date</b>	23/1/24	



**Receipts and payments accounts**

CC16a

<b>For the period from</b>	Period start 6th April 2022	<b>To</b>	Period end 5th April 2023
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**Section A Receipts and payments**

	<b>Unrestricted funds</b> to the nearest £	<b>Restricted funds</b> to the nearest £	<b>Endowment funds</b> to the nearest £	<b>Total funds</b> to the nearest £	<b>Last year</b> to the nearest £
<b>A1 Receipts</b>					
Donations from regular supporters	4,852	-	-	4,852	5,400
General donations	2,659	2,000	-	4,659	907
Commercial donations			-	-	1,250
Events and book/painting sales	1,405	-	-	1,405	2,158
Amazon Core donations	61	-	-	61	47
Gift aid	2,550	-	-	2,550	
			-	-	
<b>Sub total (Gross income for AR)</b>	<b>11,526</b>	<b>2,000</b>	<b>-</b>	<b>13,526</b>	<b>9,762</b>
<b>A2 Asset and investment sales</b>					
	-	-	-	-	
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total receipts</b>	<b>11,526</b>	<b>2,000</b>	<b>-</b>	<b>13,526</b>	<b>9,762</b>
<b>A3 Payments</b>					
Consultancy	10,560	-	-	10,560	6,188
Fundraising events	32	-	-	32	-
Online meetings/webinars for OLF programmes	732	-	-	732	271
Admin	227	-	-	227	118
Website/email accounts	525	-	-	525	377
Training			-	-	536
Evolving Conservation Leaders	798		-	798	
Osprey Clubs (The Gambia)		800		800	604
Internship		1,737		1,737	
Children's book for Osprey clubs				-	1,448
				-	
			-		
<b>Sub total</b>	<b>12,875</b>	<b>2,537</b>	<b>-</b>	<b>15,411</b>	<b>9,542</b>
<b>A4 Asset and investment purchases, (see table)</b>					
	-	-	-	-	
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total payments</b>	<b>12,875</b>	<b>2,537</b>	<b>-</b>	<b>15,411</b>	<b>9,542</b>

<i>Net of receipts/(payments)</i>	- 1,349	- 537	-	- 1,885	220
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	7,387	2,717	-	10,104	9,882
<b>Cash funds this year end</b>	<b>6,038</b>	<b>2,180</b>	<b>-</b>	<b>8,219</b>	<b>10,102</b>

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

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowmen t funds to nearest £
<b>B1 Cash funds</b>	HSBC Community Account	5,774.68		-
	HSBC Bmm Account	-	2,452.14	-
		-	-	-
	<b>Total cash funds</b> (agree balances with receipts and payments account(s))	<b>5,775</b>	<b>2,452</b>	<b>-</b>
		OK	OK	OK
		<b>Unrestricted funds to nearest £</b>	<b>Restricted funds to nearest £</b>	<b>Endowmen t funds to nearest £</b>
<b>B2 Other monetary assets</b>	Details			
		-	-	-
		-	-	-
		-	-	-
<b>B3 Investment assets</b>	Details			
			Cost (optional)	Current value (optional)
			-	-
			-	-
<b>B4 Assets retained for the charity's own use</b>	Details			
			Cost (optional)	Current value (optional)
			-	-
			-	-
<b>B5 Liabilities</b>	Details			
			Amount due (optional)	When due (optional)
			-	
			-	

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

Signature



Print Name

Paul Stammers

Treasurer

Date of approval

23/01/2024

**OSPREY LEADERSHIP FOUNDATION**

England & Wales - Charity number 1176199

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# Accounts

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## Trustees' Annual Report for the period

From 6/4/2021      Period start date  
To 5/4/2022      Period end date

**Charity name: Osprey Leadership Foundation**

**Charity registration number: 1176199**

### Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	<ol style="list-style-type: none"><li>1. To advance the education of the public in the subject of nature and in particular but without limitation nature conservation.</li><li>2. For the public benefit to promote the education (including social and physical training) of people engaged in or wishing to become engaged in nature conservation or any related trade or profession in such ways as the CIO thinks fit, including by:<ol style="list-style-type: none"><li>1. Awarding to such persons scholarships, maintenance allowances or grants tenable at any university, college or institution of higher or further education.</li><li>2. Providing their education (including the study of music or other arts), to undertake travel in furtherance of that education or to prepare for entry to any occupation in nature conservation or a related trade or profession on leaving any educational establishment.</li></ol></li><li>3. To assist in such ways as the CIO thinks fit any charity whose charitable purposes are the same as or similar to those of the CIO.</li></ol>
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	The key aims of the charity are to inspire and enable young conservation leaders along the Osprey's flyway (principally in the UK and The Gambia), to find their voice and deliver sustainable environmental change to the world around them.

Work in the UK focussed on two key programmes, *Becoming a Conservation Leader*, and *Evolving Conservation Leaders*.

*Becoming a Conservation Leader* (BCL) is a free twelve-week online programme, designed to be as inclusive as possible, that introduces young and early career conservationists to the concept of authentic leadership. It explores the traits of truly effective leaders, and how these skills are relevant to a career in conservation. Study materials in the form of podcasts, blogs and written exercises are added to the website on a weekly basis so that participants can read, listen, and complete the exercises at their own pace. A weekly online discussion is held throughout the programme.

Three cohorts of BCL were run during the reporting period, the first from June-September 2021 (19 participants, including 2 from Africa), a second from November 2021 - February 2022 (16 participants, including 5 from Africa) and a third beginning in February 2022 (17 participants including 1 from Africa).

Feedback was extremely positive with net promoter scores of 71 (excellent), 67 (great) and 43 (great) respectively for the three cohorts.

The *Evolving Conservation Leaders* (ECL) launched in January 2021, provides mentoring, bespoke leadership training, workshops, peer-support, networking and work experiences opportunities for young conservationists who have completed *Becoming a Conservation Leader* programme. The programme is advertised during the latter stages of the BCL programme and participants encouraged to apply for a place.

Eleven people were accepted onto the ECL scheme during the reporting period, meaning that by April 2022 there were 28 members, including two from The Gambia. All were allocated mentors from the OLF trustee team and through a growing group of associate mentors, who work in the conservation sector, share OLF's values and support the scheme.

The work in the UK was coordinated by Programme Manager, Becky Park, on a part-time basis.

		<p>The <i>Osprey Clubs</i> scheme aims to inspire Gambian students about nature and conservation. A total of 39 students from Tanji Life Lower Basic School and Darsilami school participated in field trips to Kartong Bird Observatory, where they learnt about bird ringing and observed a range of different bird species, including Ospreys.</p> <p>These visits were led by OLF's Gambian coordinator Junkung Jadama, along with Naffie Sarr a member of the Evolving Conservation Leaders scheme.</p> <p>A book, <i>Be an Osprey Expert (Gambia edition)</i> was published to support school field trips in The Gambia. The book provides a wealth of information on Ospreys and other wildlife that can be encountered in The Gambia, as well as information on bird migration and a range of activities for children to complete. Every student will be given a copy of the book to take home and keep. The first batch of books were printed and sent to The Gambia during March 2022.</p>
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	We confirm the trustees have had regard to the Charity Commission's guidance on public benefit.

### Additional information

You may choose to include further statements where relevant about:

	SORP reference	
Contribution made by volunteers	Para 1.38	Much of the work of the charity, including that of the founder is undertaken on a voluntary basis. A small team of volunteers assist with fundraising and delivery of programmes. This includes a group of associate mentors who support the ECL scheme. These associate mentors work in the conservation sector and are chosen because they share the values of OLF.

### Achievements and Performance

	SORP reference	

Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.

Para 1.20

We believe that inspiring and enabling the conservation leaders of the future is essential to help combat the growing climate and biodiversity emergencies.

We make our programmes as inclusive and accessible as possible by providing them free and online. The *Becoming a Conservation Leader* programme attracted participants from Europe and Africa, as well as South America, making it truly global in its reach.

Feedback from the three *Becoming a Conservation Leader* cohorts run during the reporting period was extremely positive, with net promoter scores of 71, 67 and 43, as detailed above. The programme aims to show young people that anyone can be a leader, and have influence, regardless of their position in an organisation.

Feedback included:

*"It has been an incredibly valuable course for me and has provided me with an opportunity for structured reflection of my own role and behaviour as a leader of a small team, and as a community member. It has also inspired me to think bigger, and I feel has given me the tools to build this into my working time, whilst still delivering the objectives of my role successfully."*

*"Excellent course, I gained so much more than I'd hoped to at the outset. The content is fantastic, and presented in really nice and accessible ways, with flexibility to complete it at any time that suits us, which I really value. Everything in the course can be directly applied to our lives, with real positive impacts for ourselves and those we interact with. All the course leaders are absolutely brilliant, and I'm extremely grateful to you all for putting together and running this course - thank you!!"*

*"It was really engaging, sometimes eye-opening, relevant for the conservation sector but also transferable skills for other sectors. I felt like being part of a community when we had the Wednesday discussions or zoom chats. Loved the material covered and I would recommend it to anyone on the same trajectory as myself."*

The *Evolving Conservation Leaders* scheme aims to develop a community of like-minded young conservationists, who are genuinely committed to delivering sustainable environmental change to help combat the

		<p>biodiversity and climate emergencies. We believe that the programme will inspire and enable participants to find their voice, and to have a positive impact at a local, national and, potentially, international level in years to come. The number of participants grew to 28 during the reporting period. Each member was allocated a mentor, and invited to participate in networking sessions every six weeks on Zoom to encourage networking and peer support.</p> <p>It was proposed that two members of the ECL group should be appointed as Trustees in order to represent the group and the young people OLF work to support. A recruitment process was initiated in this regard.</p> <p>Although OLF's work in The Gambia continued to be hampered by the Covid-19 pandemic, students from two rural schools participated in field trips as part of the Osprey clubs scheme. Fieldtrips of this type are not normally possible at under-resourced rural schools in The Gambia. The aim is to inspire students about the natural world and, potentially, to spark an interest in nature conservation. A new book, <i>Be an Osprey Expert (Gambia edition)</i> was published to support these fieldtrips, as detailed above.</p>
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## Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	As a small and relatively new charity, OLF is still in the early stages of its development with limited finances at present. A comprehensive fundraising strategy is being developed to increase the capacity and reach of our work, based on a three-year operational strategy that was approved by trustees in February 2021.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	N/A
Amount of reserves held	Para 1.22	N/A
Reasons for holding zero reserves	Para 1.22	A policy will be implemented by trustees in due course.
Details of fund materially in deficit	Para 1.24	None.
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	At this early stage of the charity's development, much of our work is undertaken on a voluntary basis and thus can continue with limited financial resources. However, it is essential to generate additional income to both increase our capacity, and to provide long-term security and sustainability.

### Additional information

The charity's principal sources of funds (including any fundraising)	Para 1.47	To date the principal source of funds have been donations from members of the public, supplemented by additional fundraising activities. A comprehensive fundraising strategy will be developed, and grant funding sought in order to increase the capacity of the charity.
A description of the principal risks facing the charity	Para 1.46	The principal risk at present relates to insufficient funding, and this will be addressed as detailed above.

## Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	Constitution
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	<p>Potential trustees are recommended for consideration by either the charity founder or existing trustees.</p> <p>Specific efforts were made during this reporting period to recruit two new trustees to represent the ECL group, as detailed above.</p> <p>As detailed in the charity's constitution, every trustee must be appointed by a resolution passed at a properly convened meeting of the charity trustees.</p> <p>In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.</p>

## Reference and Administrative details

Charity name	Osprey Leadership Foundation
Other name the charity uses	
Registered charity number	1176199
Charity's principal address	1 Carisbrooke Grove, Stamford, Lincolnshire, PE9 2GF

**Names of the charity trustees who manage the charity**

	<b>Trustee name</b>	<b>Office (if any)</b>	<b>Dates acted if not for whole year</b>	<b>Name of person (or body) entitled to appoint trustee (if any)</b>
1	Barry Dore	Chair		
2	Paul Stammers	Treasurer		
3	Megan Allen			
4	Naomi Atkin			
5	Victoria Mander (Price)			
6	William Norton			
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**Corporate trustees – names of the directors at the date the report was approved**

<b>Director name</b>		
N/A		

**Name of trustees holding title to property belonging to the charity**

<b>Trustee name</b>	<b>Dates acted if not for whole year</b>	
N/A		

## Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	N/A
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	N/A
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	N/A

### Additional information (optional)

#### Name of chief executive or names of senior staff members

Dr Tim Mackrill (charity founder)

### Exemptions from disclosure

Reason for non-disclosure of key personnel details

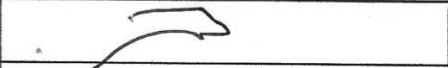
N/A

### Other optional information

## Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Barry Dore	
Position (eg Secretary, Chair, etc)	Chair	
Date	30/1/23	



**Receipts and payments accounts**

CC16a

<b>For the period from</b>	Period start 6th April 2021	<b>To</b>	Period end 5th April 2022
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**Section A Receipts and payments**

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
<b>A1 Receipts</b>					
Donations from regular supporters	5,400	-	-	5,400	3,380
General donations	829	78	-	907	400
Commercial donations	1,250	-	-	1,250	1,250
Events and book/painting sales	2,158	-	-	2,158	1,060
Everyclick donations	-	-	-	-	61
Amazon Core donations	47	-	-	47	45
LRWT	-	-	-	-	4,087
<b>Sub total (Gross income for AR)</b>	<b>9,684</b>	<b>78</b>	<b>-</b>	<b>9,762</b>	<b>10,283</b>
<b>A2 Asset and investment sales</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total receipts</b>	<b>9,684</b>	<b>78</b>	<b>-</b>	<b>9,762</b>	<b>10,283</b>
<b>A3 Payments</b>					
Wages/consultancy	6,188	-	-	6,188	5,925
Fundraising events	-	-	-	-	120
Online meetings for BCL/ECL	271	-	-	271	173
Admin	118	-	-	118	44
Website/email accounts	377	-	-	377	165
Training	536	-	-	536	-
Osprey clubs (The Gambia)	604	-	-	604	400
Children's book for Osprey clubs	-	1,448	-	1,448	-
<b>Sub total</b>	<b>8,092</b>	<b>1,448</b>	<b>-</b>	<b>9,540</b>	<b>6,827</b>
<b>A4 Asset and investment purchases, (see table)</b>					
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total payments</b>	<b>8,092</b>	<b>1,448</b>	<b>-</b>	<b>9,540</b>	<b>6,827</b>
<b>Net of receipts/(payments)</b>	<b>1,592</b>	<b>- 1,370</b>	<b>-</b>	<b>222</b>	<b>3,456</b>
<b>A5 Transfers between funds</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>A6 Cash funds last year end</b>	<b>5,795</b>	<b>4,087</b>	<b>-</b>	<b>9,882</b>	<b>6,426</b>
<b>Cash funds this year end</b>	<b>7,387</b>	<b>2,717</b>	<b>-</b>	<b>10,104</b>	<b>9,882</b>

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

Categories	Details	Unrestricted to nearest £	Restricted to nearest £	Endowme to nearest £
<b>B1 Cash funds</b>	HSBC Community Account	7,387		-
	HSBC Bmm Account	-	2,717	-
	<b>Total cash funds</b>	<b>7,387</b>	<b>2,717</b>	<b>-</b>
	(agree balances with receipts and payments account(s))	OK	OK	OK
		<b>Unrestricted to nearest £</b>	<b>Restricted to nearest £</b>	<b>Endowme to nearest £</b>
<b>B2 Other monetary assets</b>	<b>Details</b>	-	-	-
		-	-	-
		-	-	-
		-	-	-
<b>B3 Investment assets</b>	<b>Details</b>	<b>Fund to which asset belongs</b>	<b>Cost (optional)</b>	<b>Current value (optional)</b>
			-	-
			-	-
			-	-
<b>B4 Assets retained for the charity's own use</b>	<b>Details</b>	<b>Fund to which asset belongs</b>	<b>Cost (optional)</b>	<b>Current value (optional)</b>
			-	-
			-	-
			-	-
<b>B5 Liabilities</b>	<b>Details</b>	<b>Fund to which liability relates</b>	<b>Amount due (optional)</b>	<b>When due (optional)</b>
			-	
			-	
			-	

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

Signature  


Print Name  
Paul Stammers  
Treasurer

Date of  
approval  
31/01/2023

**OSPREY LEADERSHIP FOUNDATION**

England & Wales - Charity number 1176199

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# Accounts

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## Trustees' Annual Report for the period

From 6/4/2020  
Period end date

Period start date To 5/4/2021

**Charity name: Osprey Leadership Foundation**

**Charity registration number: 1176199**

### Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	<ol style="list-style-type: none"><li>1. To advance the education of the public in the subject of nature and in particular but without limitation nature conservation.</li><li>2. For the public benefit to promote the education (including social and physical training) of people engaged in or wishing to become engaged in nature conservation or any related trade or profession in such ways as the CIO thinks fit, including by:<ol style="list-style-type: none"><li>1. Awarding to such persons scholarships, maintenance allowances or grants tenable at any university, college or institution of higher or further education.</li><li>2. Providing their education (including the study of music or other arts), to undertake travel in furtherance of that education or to prepare for entry to any occupation in nature conservation or a related trade or profession on leaving any educational establishment.</li></ol></li><li>3. To assist in such ways as the CIO thinks fit any charity whose charitable purposes are the same as or similar to those of the CIO.</li></ol>
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	<p>The key aims of the charity are to inspire and enable young conservation leaders along the osprey's flyway, to find their voice and deliver sustainable environmental change to the world around them.</p> <p>The Covid-19 pandemic required a change</p>

of approach, with the vast majority of work undertaken online.

Work in the UK focussed on two key programmes, *Becoming a Conservation Leader*, and *Evolving Conservation Leaders*.

*Becoming a Conservation Leader* is a free twelve-week online programme that introduces young and early career conservationists to the concept of authentic leadership. It explores the traits of truly effective leaders, and how these skills are relevant to a career in conservation. Study materials in the form of podcasts, blogs and written exercises are added to the website on a weekly basis so that participants can read, listen, and complete the exercises at their own pace. A weekly online discussion is held throughout the programme.

The first exclusively online version of the programme, for 17 people, was completed in April 2020. A further cohort of 22 people then undertook the programme between May-July 2020. Feedback was extremely positive with net promoter scores of 56.5 (excellent) and 82 (world class) respectively for the two cohorts.

The *Evolving Conservation Leaders* programme was launched in January 2021. It provides mentoring, bespoke leadership training, workshops, peer-support, networking and work experiences opportunities for young conservationists who have completed *Becoming a Conservation Leader* and demonstrated clear aptitude and enthusiasm while doing so. An initial 17 people (16 from the UK and one from The Gambia) were invited to join the programme. Each participant was allocated a mentor from the OLF team. The first online workshop was undertaken on 4<sup>th</sup> March.

A series of conservation and leadership blogs were posted on the OLF website <https://www.ospreyolf.org/olacademy-blog/>.

The work in the UK was coordinated by Programme Manager, Becky Park, on a part-time basis.

The *Osprey Clubs* scheme aims to inspire Gambian students about nature and conservation. Activities were severely limited by the Covid-19 pandemic, but 60 students from four schools participated in visits to Gunjur Quarry, one of the most important locations for wintering ospreys and a range

		of other bird species in The Gambia. These visits were undertaken in December 2020 and January 2021 and were led by OLF's Gambian coordinator Junkung Jadama, along with Dembo Jatta, a member of the <i>Evolving Conservation Leaders</i> scheme and Naffie Sarr who subsequently completed <i>Becoming a Conservation Leader</i> . The work in Gambia was undertaken in partnership with the Rutland Osprey Project (Leicestershire and Rutland Wildlife Trust).
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	We confirm the trustees have had regard to the Charity Commission's guidance on public benefit.

### Additional information

You may choose to include further statements where relevant about:

	SORP reference	
Contribution made by volunteers	Para 1.38	Much of the work of the charity, including that of the founder is undertaken on a voluntary basis. A small team of volunteers assist with fundraising and delivery of programmes.

### Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	<p>We believe that inspiring and enabling the conservation leaders of the future is essential to help combat the growing climate and biodiversity emergencies.</p> <p>OLF adapted to the Covid-19 pandemic by running our two main programmes exclusively online. This proved highly successful and increased both reach and accessibility. The <i>Becoming a Conservation Leader</i> programme attracted participants from Europe, Africa, Australasia and South America, making it truly global in its reach.</p> <p>Feedback from the two <i>Becoming a Conservation Leader</i> cohorts was extremely positive with net promoter scored of 56.5 and 82 (classified as excellent and world class respectively). The programme aims to show young people that anyone can be a leader, and have influence, regardless of their position in an organisation.</p> <p>Feedback included:  <i>"I have found this course truly inspirational. It has given me the belief that I can be a leader and I can make a difference to the</i></p>

		<p>world.”</p> <p><i>“For someone at the early stages of their career in conservation, this course is incredibly valuable. It has provided me with a wealth of insight and knowledge from those who are working within this industry. To achieve a similar level of experience would require an awfully long time before I encountered every aspect of the course.”</i></p> <p><i>“The course is an amazing introduction to the array of concepts within leadership. It's awesome for bringing together like-minded people, yet with a diverse background, to discuss and share experiences relevant to the course, creating a thought-provoking environment. I love how the course is tailored to conservation, and it's so nice to see something addressing such an important role in conservation (leadership) which is so often neglected in terms of training etc.”</i></p> <p>We were excited to launch the <i>Evolving Conservation Leader</i> programme in January. It aims to develop a community of like-minded young conservationists, who are genuinely committed to delivering sustainable environmental change in relation to the biodiversity and climate emergencies. We believe that the programme will inspire and enable participants to find their voice, and to have a positive impact at a local, national and, potentially, international level in years to come.</p> <p>OLF's work in The Gambia was badly affected by the Covid-19 pandemic, but once restrictions were lifted, students from four rural schools participated in fieldtrips to Gunjur quarry, one of the best birdwatching sites on the Gambia coast, and a key location for wintering ospreys. Fieldtrips of this type are not normally possible at under-resourced rural schools in The Gambia. The aim is to inspire students about the natural world and, potentially, to spark an interest in nature conservation. As such, two of the young leaders who helped to run the fieldtrips are exceptional role models for participating students.</p> <p>Work was undertaken to produce a children's book, <i>Be an Osprey Expert</i>, to be given to all students participating in future fieldtrips.</p>
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## Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	As a newly-established charity, OLF is still in the early stages of its development with limited finances at present. A comprehensive fundraising strategy will be developed to increase the capacity and reach of our work, based on a three year operational strategy that was approved by trustees in February 2021.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	N/A
Amount of reserves held	Para 1.22	N/A
Reasons for holding zero reserves	Para 1.22	A policy will be implemented by trustees in due course.
Details of fund materially in deficit	Para 1.24	None.
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	At this early stage of the charity's development, much of our work is undertaken on a voluntary basis and thus can continue with limited financial resources. However, it is essential to generate additional income to both increase our capacity, and to provide long-term security and sustainability.

### Additional information

The charity's principal sources of funds (including any fundraising)	Para 1.47	To date the principal source of funds have been donations from members of the public, supplemented by additional fundraising activities. A comprehensive fundraising strategy will be developed, and grant funding sought in order to increase the capacity of the charity.
A description of the principal risks facing the charity	Para 1.46	The principal risk at present relates to insufficient funding, and this will be addressed as detailed above.

## Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	Constitution
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	<p>Potential trustees are recommended for consideration by either the charity founder or existing trustees.</p> <p>As detailed in the charity's constitution, every trustee must be appointed by a resolution passed at a properly convened meeting of the charity trustees.</p> <p>In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.</p>

## Reference and Administrative details

Charity name	Osprey Leadership Foundation
Other name the charity uses	
Registered charity number	1176199
Charity's principal address	1 Carisbrooke Grove, Stamford, Lincolnshire, PE9 2GF

**Names of the charity trustees who manage the charity**

	<b>Trustee name</b>	<b>Office (if any)</b>	<b>Dates acted if not for whole year</b>	<b>Name of person (or body) entitled to appoint trustee (if any)</b>
1	Barry Dore	Chair		
2	Paul Stammers	Treasurer		
3	Megan Allen			
4	Naomi Atkin			
5	Victoria Mander (Price)			
6	William Norton			
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**Corporate trustees – names of the directors at the date the report was approved**

<b>Director name</b>		
N/A		

**Name of trustees holding title to property belonging to the charity**

<b>Trustee name</b>	<b>Dates acted if not for whole year</b>	
N/A		

## Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	N/A
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	N/A
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	N/A

### Additional information (optional)

#### Name of chief executive or names of senior staff members

Tim Mackrill (charity founder)

### Exemptions from disclosure

Reason for non-disclosure of key personnel details


N/A

### Other optional information

## Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Barry Dore	
Position (eg Secretary, Chair, etc)	Chair	
Date	1/2/22	



CHARITY COMMISSION  
FOR ENGLAND AND WALES

Osprey Leadership Foundation

1176199

**Receipts and payments accounts**

**CC16a**

For the period from	Period start	To	Period end
	6th April 2020		5th April 2021

**Section A Receipts and payments**

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
<b>A1 Receipts</b>					
Donations from regular supporters	3,380	-	-	3,380	3,465
General donations	400	1,000	-	1,400	1,217
Commercial donations	1,250	-	-	1,250	-
Events and book sales	1,060	-	-	1,060	2,055
Everyclick donations	61	-	-	61	115
Amazon Core donations	45	-	-	45	-
LRWT	-	4,087	-	4,087	-
Visit to The Gambia	-	-	-	-	16,000
<b>Sub total (Gross income for AR)</b>	<b>6,196</b>	<b>5,087</b>	<b>-</b>	<b>11,283</b>	<b>22,852</b>
<b>A2 Asset and investment sales</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total receipts</b>	<b>6,196</b>	<b>5,087</b>	<b>-</b>	<b>11,283</b>	<b>22,852</b>
<b>A3 Payments</b>					
Wages/consultancy	5,925	-	-	5,925	9,900
Fundraising events	120	-	-	120	960
Online meetings for BCL/ECL	173	-	-	173	-
Admin	44	-	-	44	442
Website	165	-	-	165	201
Traning	-	-	-	-	185
Osprey clubs (The Gambia)	400	1,000	-	1,400	-
Visit to The Gambia	-	-	-	-	13,045
<b>Sub total</b>	<b>6,827</b>	<b>1,000</b>	<b>-</b>	<b>7,827</b>	<b>24,733</b>
<b>A4 Asset and investment purchases, (see table)</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total payments</b>	<b>6,827</b>	<b>1,000</b>	<b>-</b>	<b>7,827</b>	<b>24,733</b>
<b>Net of receipts/(payments)</b>	<b>- 631</b>	<b>4,087</b>	<b>-</b>	<b>3,456</b>	<b>- 1,881</b>
<b>A5 Transfers between funds</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>A6 Cash funds last year end</b>	<b>6,426</b>	<b>-</b>	<b>-</b>	<b>6,426</b>	<b>-</b>
<b>Cash funds this year end</b>	<b>5,795</b>	<b>4,087</b>	<b>-</b>	<b>9,882</b>	<b>- 1,881</b>

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

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
<b>B1 Cash funds</b>	HSBC Community Account	5,795	4,087	-
		-	-	-
		-	-	-
	<b>Total cash funds</b>	<b>5,795</b>	<b>4,087</b>	<b>-</b>

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

OK

OK

OK

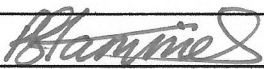
	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
<b>B2 Other monetary assets</b>		-	-	-
		-	-	-
		-	-	-

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

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

	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
<b>B5 Liabilities</b>			-	
			-	
			-	

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

Signature	Print Name	Date of approval
	Paul Stammers	31/01/2022