

# ANNUAL REPORT 2023-24

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# A NOTE FROM OUR CHAIR

In the 2023-24 Annual Report for The Elischer Foundation, we are reflecting on a year of transition, change and progress made. This report covers the period from 1st April 2023 to 31st March 2024 - a time during which we have continued to build on our mission to develop the next generation of fundraising leaders.



I was appointed Chair towards the end of the period in January 2024 and would like to pay thanks to my predecessor in the role, Richard Taylor. Richard stepped into the Chair during a challenging time and provided invaluable leadership through this period. His commitment and guidance were instrumental in navigating The Elischer Foundation through this period of change. As I took over in January 2024, I was welcomed with open arms. Thank you, Richard, for all you have done to make the Elischer Foundation the charity it is.

Through the changes we have made, our focus on nurturing talent and fostering leadership within the charitable sector through mentoring has remained constant. Tony himself was a mentor to many - identifying rising talent and helping them to break through and lead with the potential he saw they had. With a renewed focus on sustainability and strategic growth, we look forward to the future with optimism and determination, ensuring that our programme continues to make a significant impact on the leadership of fundraising in the UK and beyond.

Key to our ability to grow our impact and sustainability has been the incredible legacy gift made to the charity by our Founder and Chair, Nicky Elischer. Whilst the final total value is yet to be determined, £200,000 was received this year and has enabled the charity to step up to a different level as we began working on our future strategy. Nicky's gift has provided us with a solid platform to build a sustainable future, ensuring our programme remains available and relevant to exceptional leaders for years to come. We are committed to honouring both Tony and Nicky's legacies by continuing to elevate and nurture future fundraising leadership.

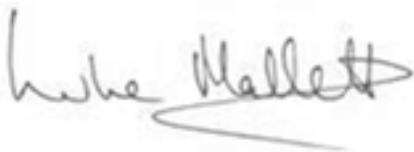
Looking ahead, we are committed to refreshing our strategy before the start of the 25/26 year to ensure The Elischer Foundation remains fit for purpose and remains relevant and responsive to the changing needs of fundraising leaders in the UK and beyond.

I am deeply thankful to my fellow trustees, our dedicated staff team, and the incredible mentors who volunteer their time and expertise. Your unwavering support and commitment are the backbone of our success. A special thank you to our partners, Legacy Futures and THINK Consulting Solutions, for their continued collaboration and support.

Finally, to our mentees, you are the heart of our mission. Your passion and drive to make a difference inspires us every day. Over the year ahead, together we will continue to help the next generation of fundraising leaders to grow and to strive, and ensure that The Elischer Foundation continues to be a hub of excellence, in mentoring and leadership development, recognised globally for the impact and expertise we bring to the leadership challenge facing fundraising for the future.

My sincere thanks to all who have helped us over the twelve months for your part in this incredible mentorship community.

Yours faithfully,

A handwritten signature in dark ink, reading "Luke Mallett". The signature is fluid and cursive, with a long horizontal stroke extending from the end of the name.

**Luke Mallett**

CHAIR OF TRUSTEES

# TRUSTEES ANNUAL REPORT FOR THE PERIOD 1ST APRIL 2023 TO 31 MARCH 2024

**Charity Name:** The Elischer Foundation

**Registered Charity Number:** 1177029

**Address:** Investment House, 24 Vicarage Road, Buckingham

## **Trustee Details:**

Richard Taylor, Chair , April 2023 – January 2024

Finbarr Coughlan

Catherine Parnell

Michelle Pease

Luke Mallett, Incoming Chair, January 2024 - present

## **Structure, Governance and Management**

The Elischer Foundation is constituted as a Trust with a Trust Deed as its governing document. Trustees are appointed by the Board.

The trustees meet on a regular basis with a minimum of four meetings per year which are minuted. New trustees are appointed by the Board and provided with a welcome and induction by the Director of the charity.

The organisation is managed by the Director, Laura Swan (Interim from August 2023-March 2024, coming on as Director from April 2024) with services provided on a freelance, part time and self-employed basis. The Foundation is also supported by Lisa Russel as Director (up to March 2024) and Claire Edwards as Operations Coordinator.

This year our Chair, Richard Taylor, who had stepped into role when Nicky Elischer passed away suddenly in October 2022, retired in January 2024. We welcomed Luke Mallett, sector leader and former mentor, as Chair in January 2024 after a 6-week handover period. We are hugely grateful to Richard for his support as Trustee of the Foundation and for stepping into the role of Chair during a challenging time for us. With much accomplished yet a great deal still to be achieved we are building on the great work that has been done for fundraisers in the charitable sector and ensuring that the foundation remains fit for the future as we continue to uphold Tony and Nicky's legacy.

# ABOUT THE ELISCHER FOUNDATION

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## **Objectives and Activities**

The objects for which the charity has been established are the promotion for the public benefit of the voluntary sector by the provision of education, development opportunities, mentoring and other assistance as required to individual professional fundraisers who either work in the voluntary sector in the UK and wider global market or may do in the future with the aim of developing a new generation of future leaders who will in turn maximise the income raised by the sector and therefore enable the provision of more and better quality services by charities.

## **Summary of the main activities**

Founded in 2017, The Elischer Foundation (formerly known as Tony Elischer Foundation) is committed to developing the next generation of fundraising leaders and championing the need for a sustainable and highly skilled fundraising profession.

Throughout an illustrious career of over thirty years in fundraising, Tony Elischer was known and respected as a highly inspirational and accomplished fundraiser and leader. Tony was passionate about drawing out the talents of individuals and influenced countless aspiring fundraisers to learn and progress to become the next generation of fundraising leaders. This Foundation was set up in his name continue to help talented individuals reach their potential. In October 2022, Tony's wife Nicky Elischer, our Founder and Chair of Trustees, sadly passed away. As such, the decision was made to change the name of the foundation to The Elischer Foundation to reflect the wonderful contribution and commitment of both Tony and Nicky to the charitable sector. This name change was formally registered with the Charities Commission in October 2023.

Nicky left the foundation a generous gift in her will which provides a solid platform to build a sustainable organisation which will ensure that our programme is available to many more exceptional leaders for years to come. We're now looking ahead to the future and are committed to ensuring that the foundation remains fit for purpose, responds to the changing needs of fundraising leaders around the world, and most importantly continues to elevate the sector that we all love.

## Who we support

At The Elischer Foundation we develop leaders through providing mentoring and learning development opportunities which nurture their innate capabilities and ignite the spark within them.

The Elischer Foundation is committed to a culture of diversity and equity in fundraising. We reject racism and discrimination of any kind. As a Foundation focused on developing fundraising leaders, our strength is in our pledge to be inclusive with intentional strategies to welcome and encourage people from backgrounds that have previously been under-represented in our sector.

Our aim is to work with talented and skilled individuals who:

- show capability to unlock their full potential as leaders
- have a commitment to working in the sector
- are innovative and creative
- demonstrate a passion and enthusiasm for fundraising
- have an eye on trends and opportunities
- drive to develop professionally

Our support is bespoke, with a core of a twelve-month period of mentoring from one of our sector experts.

The individuals who we support are selected using a competitive application process. Applications are made via our online application form via our website.

## Our Vision:

**We will significantly enhance the impact of not for profit sector leaders of today and tomorrow.**

# WHAT WE DO

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## **Outline of a typical programme**

Mentees are matched with a mentor and will work together for at least twelve months. Each relationship will be bespoke, and individual based upon the individual development focus within the context of developing their leadership skills.

Participants also become part of a wider group with a community of peers, facilitating further learning and development. The programme kicks off with a workshop with a cohort helping individuals learn how to make the most of a mentoring relationship and to develop greater self-awareness of their working style and strengths using the Insight Evaluator survey approach.

There are also other opportunities which include:

- Webinars on key leadership and fundraising issues and topics
- Online forum for participant community
- Workshops for participants led by mentors and sector experts
- Attendance at UK and international fundraising conferences

Due to generous support from our donors, the programme is provided without any charge to successful applicants.

## **Additional activity**

We are committed to developing the wider profession of fundraising and our work may include other activities alongside the mentoring programme. Examples of this include:

- Lunchtime sessions for mentees to provide additional learning and knowledge sharing. Sessions are led by guest speakers, mentors and mentees.
- Publication of blogs and communications which share learning and knowledge on leadership and fundraising.
- Additional one to one support for mentees with sector leaders on specific issues.

# OUR VOLUNTEERS

## Contribution by Volunteers

The delivery of the mentoring programme is fully dependent on the support of volunteers who act as mentors to the individuals on our programme. Volunteer mentors are provided with detailed guidelines to their role including setting objectives and goals with their mentee.

Our mentors are all experienced and successful leaders who know how to help others be the best they can be in their roles. Working alongside our very small team at The Elischer Foundation, without them we simply wouldn't be able to run the programme.

From fundraising experts to founders, our mentors bring a breadth of specialisms from within and outside of the sector including AI, innovation, philanthropy, culture, change management, strategy and much more. A mix of tech geeks, entrepreneurs, consultants and hands-on fundraisers means we can always make a productive match of mentor and mentee.



# OUR VOLUNTEERS IN 23/24

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## **Our Mentors**

During 2023/2024, seventeen sector leaders have been actively involved in a mentoring partnership as volunteer mentors at some point during the year. Between them they have provided over two hundred hours of formal support which equates to an estimated value of more than £30,000 if provided through commercial channels.

We are incredibly grateful for the support provided by our mentors which is making such a positive impact on the mentees.

All mentors are senior experts in the sector and provide at least 6 sessions across the twelve months, in a combination of face to face, telephone and/or video call discussions.

## **Huge thanks to:**

Kimberley Blease, Tracey Hancock, Patrick Hafner, Esther Kwaku, Emma Malcolm, Mel Oley, Michelle Martin, Louise McCathie, Frances Milner, Sarah Tite, Richard Sved, Luke Squires, Trudy Stammer, Louise Morris, Susan Booth, Marie Doyle, Lucy Squance, Lizzie Emilion, Claire Routley, Sue Morgan, Kate McGranachan Chow, Damian Chapman, Kate Jenkinson, Katie Bowyer, Sandra Sahusilawani, Luke Mallett and Emma Leiper Finlayson



**A mentor is someone  
who sees more talent  
and ability within you,  
than you see in  
yourself, and helps  
bring it out of you.**

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Bob Proctor

# OUR YEAR - 23/24

## Achievements and Impact

### Mentees

During 2023/24 we had seventeen mentees on the programme across two cohorts. The individuals supported during 2023/24 were mainly from the UK and also included mentees from Canada, Uganda and Germany. The charities they work at range from small local organisations through to Top 100 national charities.

Evaluation of the programme with the mentees who completed their programme during 2023/2024 has provided the following assessment:

- 100% of the mentees agree that they would recommend the programme
- Mentees who have completed the programme, rated the match and rapport with their mentors as 4.92 out of 5
- Achievement of mentees' personal objectives during the programme is rated at 4 out of 5



### Engagement

We were delighted to be invited again to run the new speaker training for the Scottish Chartered Institute of Fundraising Conference and we also held a session on the power of mentoring to transform your career. Alumni mentee Charlotte Bray and mentor Louise McCathie ran this session on behalf of the foundation.

### Future Cohorts

We also had an outstanding year of applications for our 2024/25 programme, receiving 87 applications from around the world.

# DON'T JUST TAKE OUR WORD FOR IT...

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## **Feedback from our mentees included:**

*"I recognised that I had overlooked the importance of dedicated time to professional development. The Elischer Foundation mentorship programme helped me identify development areas and stretch me beyond my comfort zone. I feel like I have matured as a fundraiser thanks to my mentor and would highly recommend the scheme to those aspiring to be future leaders in the sector."*

*"It sounds cliché but this programme has without doubt changed my life. I started the programme feeling lost, lacking in self confidence as well as self-belief. I can honestly say this is not the case anymore. The Tony Elischer Foundation has achieved what it says it will and does nurture leaders of the future. I felt seen, heard, respected and most of all given the opportunity to spread my wings knowing that if I fell, my mentor was there to catch me and encourage me to get back up and try again."*

*"The Mentorship programme is truly unique as it offers a highly individual approach for each mentee, welcoming authenticity and seeing each of the mentees as personalities with individual strengths and unique experience. The team matched me a highly professional mentor, whom I truly admired and who offered me the opportunity to look beyond the borders of my organization, and I can state with certainty that I am leaving the programme with a stronger self and more aware of my inner compass, trusting that it will guide me in challenging situations."*

# FINANCIAL REVIEW

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## Financial Position

Income at the Foundation was £200,00 from the generous legacy donation left by Nicky Elischer. Expenditure was £43,635. Due to the nature of the operational delivery the majority of expenditure relates to Human Resources with spend on individuals whose roles are to develop and coordinate the mentoring programme delivery. Other significant expenses related to the workshops and events for mentees and mentors, and were reduced this year due to holding these online.

Due to the sudden loss of Nicky Elischer, our Chair and Founder, at the end of 2022, our plans to develop our fundraising strategy, with the aim of diversifying the range of income streams to include Trusts and Foundations and a wider Individual Giving programme, were delayed whilst we looked at re-prioritisation and the overall sustainability of the foundation.

With Luke Mallett coming in as Chair, the Foundation will be reviewing and refreshing our strategy during 2024/25, with a focus on the future sustainability of the organisation.

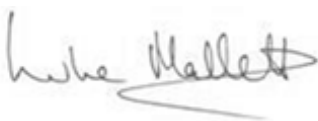
## Policy on Reserves

The trustees have agreed to hold six months running costs as reserves.

## Declaration

The trustees declare that they have approved the trustees' report above and the annual set of accounts developed by Courts Accountancy.

Signed on behalf of the charity's trustee



Luke Mallett  
Chair of Trustees  
15 January 2025

### Feedback from our mentees included:

*"Fundraising, especially in a small organisation, can sometimes be quite isolated. So having a mentor was a brilliant way for me to look beyond my role, see the opportunities I had, and to take them."*

*"The Elischer Foundation mentoring programme offers fundraisers a fantastic opportunity to gain insight and support from an experienced mentor. Having someone who understands your work and who is objective to talk to about your aspirations, challenges and plans is hugely valuable. The additional resources provided as part of the programme are great and they have some excellent speakers involved. This is an important and unique mentoring offer."*

*"The Elischer Foundation mentorship program is unique in that this is a Foundation established with a focused mission to support leaders who have demonstrated talents and passion for fundraising. This is evident in the way the program is structured – it is goal oriented. You will see the results of your efforts. The mentee and mentor must establish and agree on the goals to achieve at the end of the cohort. The program also speaks to the calibre of the mentors and the time spent to pair mentors and mentees together. It is also encouraging to see that efforts are made to continue the relationship with the mentees when the mentorship relationship ends. As someone outside of the UK applying to this program, I would encourage being open minded and learning from global fundraisers outside of your home country. The insights can be enriching!"*



# Financial Statements

The Elischer Foundation  
For the year ended 31 March 2024

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# Officers and Advisers

## The Elischer Foundation

For the year ended 31 March 2024

Management Committee: Mrs L Swan - Director  
Mrs M E Pease - Trustee (Resigned 26 March 2024)  
Mr R Taylor - Trustee (Resigned 12 January 2024)  
Ms C E Parnell - Trustee  
Mr F D Coughlan - Trustee  
Mr L C R Mallett - Chair (Appointed 12 January 2024)  
Mr M J Smith - Trustee (Appointed 12 January 2024)  
Ms C Singlehurst - Trustee (Appointed 12 January 2024)

Bankers: Lloyds Banking Group plc

Independent Examiners: Courts Accountancy Services Ltd

# Report of the Trustees

## The Elischer Foundation

### For the year ended 31 March 2024

The Trustees submit their annual report and the financial statements for the period ended March 31 2024.

#### ACTIVITIES AND OBJECTIVES

The Objectives for which the charity has been established; the promotion for the public benefit of the voluntary sector by the provision of education, development opportunities, mentoring and other assistance as required to individual professional fundraisers who either work in the voluntary sector in the UK and wider global market or may do in the future with the aim of developing a new generation of future leaders who will in turn maximise the income raised by the sector and therefore enable the provision of more and better quality services by the charities.

Our activities include:

1. matching experienced mentors with fundraisers who are in the early stages of their careers
2. creating a community of peers, facilitating further learning and development
3. providing mentees with additional training and support in key areas, which help develop fundraising and leadership skills

#### RESULTS FOR THE YEAR

This report covers the financial year to 31st March 2024. The results are as expected for the period.

The charity's income has increased by 318.72% (2023: 8.5% decrease), when compared to the previous year  
The total charity funds have increased by 252.39% (2023: 11.03%), when compared to the period ended 31st March 2023

#### TRUSTEES

The trustees who held office during the period were:

Mrs. M E Pease (Resigned 26 March 2024)  
Mr. R Taylor (Resigned 12 January 2024)  
Ms. C E Parnell  
Mr F D Coughlan  
Mr L C R Mallett (Appointed 12 January 2024)  
Mr M J Smith (Appointed 12 January 2024)  
Ms C Singlehurst (Appointed 12 January 2024)

#### TRUSTEES RESPONSIBILITIES

The charity's trustees are responsible for preparing a statement of financial activity and a statement of assets and liabilities for each financial year that properly represents the charity's receipts and payments during the year, and the assets and liabilities at the end of the year. In preparing those statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements that are reasonable and prudent;
- Prepare the financial statements on a going concern basis, unless it is inappropriate to assume the charity will continue in operation

#### INDEPENDENT EXAMINER

Courts Accountancy Services Ltd, were appointed by the committee with effect from 14th December 2017

#### RESERVES POLICY

The foundation has a number of ongoing commitments. We aim to keep reserves to meet these commitments for the year ahead; all other reserves are available for use as the trustees deem appropriate.

I declare in my capacity as charity director that:

- the trustees have approved the report above; and
- have authorised me to sign on their behalf

Signed:

Date:

# Independent Examiners Report to the Trustees

## The Elischer Foundation

### For the year ended 31 March 2024

I have examined the financial activity and statements of assets and liabilities on pages 8 to 9 that have been prepared following the accounting policies set out on page 7.

#### RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINERS

The charity's trustees are responsible for the preparation of the accounts in accordance with the Charities Act 2011 ("the Act"). The charity's trustees consider that an audit is not required for this year under section 144 of the Act and that an independent examination is needed.

It is my responsibility to:

- examine the accounts (under section 145 of the Act);
- follow the applicable Directions given by the Charity Commission (under section 145(5)(b) of the Act; and
- state whether particular matters have come to my attention.

#### BASIS OF INDEPENDENT EXAMINERS STATEMENT

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

#### INDEPENDENT EXAMINERS STATEMENT

In connection with my examination, no material matters have come to my attention which gives me cause to believe that in, any material respect

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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 to which attention should be drawn in this respect in order to enable a proper understanding of the accounts to be reached.

Signed on behalf of Courts Accountancy Services Ltd:

Date:

# Accounting Policies

## The Elischer Foundation

### For the year ended 31 March 2024

#### 1. Receipts and payments accounts

These accounts summarise all monies received and paid out by the charity during the financial period.

#### 2. Funds

Restricted funds are to be used for specific purposes, as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for charitable purposes

During the period, no funds were received with such restrictions.

# Financial Activity

The Elischer Foundation

For the year ended 31 March 2024

	2024	2023
<b>Financial Activities</b>		
<b>Income</b>		
Income	200,000	47,764
<b>Cost of raising funds</b>		
Cost of raising funds	(35,754)	(30,450)
<b>Expenses</b>		
Expenses	(7,881)	(11,252)
<b>Total Financial Activities</b>	<b>156,365</b>	<b>6,062</b>

# Balance Sheet

## The Elischer Foundation As at 31 March 2024

	31 MAR 2024	31 MAR 2023
<b>Assets (Liabilities)</b>		
<b>Current Assets</b>		
Current Assets	227,577	64,749
<b>Total Current Assets</b>	<b>227,577</b>	<b>64,749</b>
<b>Current Liabilities</b>		
Current Liabilities	(9,754)	(3,291)
<b>Total Current Liabilities</b>	<b>(9,754)</b>	<b>(3,291)</b>
<b>Total Assets (Liabilities)</b>	<b>217,823</b>	<b>61,458</b>
<b>Charity Funds</b>		
Charity Funds	217,823	61,458
<b>Total Charity Funds</b>	<b>217,823</b>	<b>61,458</b>

# Virtual Cabinet Portal Digital Signatures

## Digital Signature Verification

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<https://www.virtualcabinetportal.com/VerifySignedDocument>

## Signature Dates and Times

All dates and times shown in the signatures below are expressed in Coordinated Universal Time (UTC), which is generally equivalent to GMT.

You can find out more about UTC at the following web page:

<http://www.virtualcabinetportal.com/WhatIsUTC>

## Signature 1

Signed by Jason Sykes using authentication code VnhxZiF2KXVQMEJI at IP address 213.129.74.45, on 2024/12/20 15:56:42 Z.

Jason Sykes's e-mail address is: [jason.sykes@courtsaccountants.co.uk](mailto:jason.sykes@courtsaccountants.co.uk).

## Signature 2

Signed by Laura Swan using authentication code ViIOUmdzZFFVHR2VJ at IP address 92.19.116.137, on 2025/01/30 10:22:31 Z.

Laura Swan's e-mail address is: [laura@elischerfoundation.org](mailto:laura@elischerfoundation.org).