

CHARITY REGISTRATION NUMBER: 1177603

The Biojemmss Organisation UK
Unaudited Financial Statements
31 March 2025

WYATT & CO
Chartered accountants
125 Main Street
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The Biojemmss Organisation UK

Financial Statements

Year ended 31 March 2025

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Trustees' Annual Report

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The trustees present their report and the unaudited financial statements of the charity for the year ended 31 March 2025.

Reference and administrative details

Registered charity name The Biojemmss Organisation UK

**Charity registration
number** 1177603

Principal office Office 17323
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The trustees

Mr W Crump
Ms C Eamus
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Ms J Mushiringani-Monjero

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Structure, Governance and Management

Biojemss Organisation UK is registered as a Charitable Incorporated Organisation (CIO), established under a deed of constitution dated 12 August 2017. Throughout this reporting period, the governing document has remained unchanged, and the Charity continues to meet all regulatory requirements with diligence and care.

The Charity's story began long before its UK registration. In 2009, our founder, Siân Ball (née Davies), established The Biojemss Organisation in Uganda, which remains fully registered with the relevant Ugandan authorities (NGO registration number 8224 S. 2914/8737). That same year, a fundraising committee was formed in the UK to support the Ugandan work, operating under the umbrella of Elim Foursquare Gospel Alliances (charity numbers 251549 in England and Wales, and SC037754 in Scotland).

When Biojemss UK achieved CIO status, Trustees formally assumed their responsibilities under the constitution. They continue to play an active role in every aspect of the Charity's life — from fundraising and safeguarding to policy development and oversight of international operations. Their commitment ensures that governance is not only compliant but also relational, reflecting the values at the heart of Biojemss.

The Board is intentional about diversity of experience and perspective. Recruitment strategies are designed to align with the Charity's values, and new Trustees are appointed for set terms following a transparent application and interview process. Onboarding is regularly reviewed to remain effective, ensuring that each Trustee is well-equipped to contribute meaningfully.

Trustees are required to engage with the Charity Commission's guidance *The Essential Trustee* and to sign a Code of Conduct. They are provided with the constitution, the latest Annual Return, and accounts, and they meet regularly — usually quarterly, or more often when needed. Training opportunities from the National Council for Voluntary Organisations, the Charity Commission, and other providers are made available, with the Board keeping training needs under review.

Collectively, the Trustees bring expertise in legal services, charity management, safeguarding, international development, and communications. In October 2022, Biojemss UK became a member of Thirtyone:eight, gaining access to specialist safeguarding advice, training, and DBS processing services. In 2024–2025, the Board designated a Trustee with specific responsibility for safeguarding and continues to use

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Thirtyone:eight's International Audit Tool to strengthen practice. Trustees also undertook safeguarding training tailored to international development, ensuring decisions are informed by global best practice.

Subcommittees oversee fundraising, safeguarding, and governance, providing focused attention and ensuring that policies and procedures remain robust and responsive. Financial stewardship is supported by the services of Wyatt and Co, whose bookkeeping expertise helps maintain strong financial management.

During this reporting period, the membership of the Board has remained unchanged, providing continuity of leadership and oversight.

Objectives and Activities

Public Benefit Disclosures

The Trustees remain attentive to the Charity Commission's guidance on public benefit, ensuring that every activity undertaken during the year advances our charitable objectives. In practice, this means that all funds have been directed to initiatives that strengthen young people's skills, education, recreation, and spiritual growth. Each programme is designed not only to meet regulatory requirements but to embody our values of justice, hope, and love — so that the children and young people we serve can flourish in their families, communities, and wider society.

Objectives

The objectives of the Charity are to support organisations in the countries of sub-Saharan Africa whose purposes are wholly charitable and who provide resources for young people up to the age of 30 by way of advice, assistance and programmes of physical, educational and other activities as a means of:

- advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;
- advancing Education;
- providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of their youth, age, infirmity or

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disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons;

- the advancement of religion; and
- to further these charitable objectives guided by Christian values and practice of justice, hope and love.

UK Activities – 2024–25



The word compassion comes from Latin and literally means “to suffer together.” It is these unseen moments of compassion — of sharing lives, worries, and concerns — that form the very foundation of our work. We journey with people, walk alongside them, listen to their concerns, and suffer together to find a way through. In Ugandan culture, sharing a problem truly means the problem is shared. To signify this, the listener will often use the word we when talking about next steps, living the solution with the person in need. These moments are soul-healing. Biojemss often receives caregivers at the door who are desperate for someone to listen and help them find a way forward.

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UK Charity's Objectives

The Charity's objectives are realised principally through its support of The Biojemss Organisation, Uganda. Guided by the **Rescue–Restore–Release model**, Biojemss UK provides personnel, administrative, advisory, and financial assistance to enable the Ugandan team to deliver its **12 initiatives** and other activities — from education support and family strengthening to prison ministry, agriculture, and emergency relief.

This partnership is cohesive and relational. Our CEO serves across both charities, ensuring continuity of vision and leadership. Although currently based in the UK, she remains involved in the day-to-day work in Uganda through regular communication, planning, and oversight. Together with her husband, who also contributes significantly, they strengthen the connection between the UK and Uganda. Trustees in both the UK and Uganda also play an active role, engaging with the work, offering feedback, and providing perspectives that help shape strategy and ensure accountability across the organisation.

By resourcing Biojemss Uganda in this way, the UK arm ensures that children and young people in one of the most deprived districts of Rukungiri can access education, enjoy opportunities for growth and recreation, receive care and protection within their families and communities, and encounter the Christian values of justice, hope, and love.

Through this partnership, Biojemss UK plays a vital role in sustaining the **Rescue–Restore–Release** model: resourcing the rescue of children from crisis, strengthening the structures that enable restoration, and supporting the long-term release of young people into independence and hope.

A Different Rhythm

This year has carried a different rhythm. Where past seasons felt marked by uncertainty, this one has been shaped by renewed energy, deeper engagement, and a quiet confidence that the foundations laid in harder years are beginning to bear fruit. Supporters have not only given generously, but have leaned in relationally — through newsletters, social media, and personal conversations — reminding us that Biojemss is sustained by connection as much as by finance.

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Christmas Party: Joy and Generosity

The photo shows children receiving presents and giving speeches at the Biojemmss Christmas party 2024. For many, these were the only gifts they would receive all year. Beyond the presents, the party offered a rare chance for children to experience fun and belonging in the midst of hardship, showing children that they are seen, valued, and loved.

Christmas Appeals

Christmas remained the heartbeat of our fundraising year. Running two appeals side by side, we saw both creativity and generosity at work. The *Foundations for the Future Appeal* exceeded its target, raising over £4,240 to begin the foundations of our community centre. Alongside this, the *Christmas Jumper Day Appeal* raised £350, enough to provide hampers for child-headed households, host a Christmas party for all the children on our caseloads, and ensure gifts for both residential students and staff. These appeals drew supporters into the story, offering interactive ways to join in through platforms like DontSendMeACard and EasyFundraising, and creating space for creativity and connection.

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Smaller Fundraising Efforts

Smaller fundraising efforts added their own colour. Birthday fundraisers, including our CEO's in May which raised nearly £300, reminded us of the personal nature of our support base. Volunteers and ambassadors in partner churches hosted coffee mornings and other events. Alan, a new volunteer, was a particular encouragement, opening doors for supermarket fundraising opportunities. Our first ever bucket collection at Asda Cwmbran raised £374, and trialling Paypal card payments in such settings proved invaluable for making giving easier. We also sent out a further shipment of clothes to Uganda this year, continuing the steady distribution of donated items to families in greatest need. These one-off efforts helped us meet unexpected costs and kept momentum steady throughout the year. We also began the year by purchasing seats and a marquee from last year's *Give Up Your Seat Appeal*, so we were better equipped to host caregiver workshops — a tangible sign of how past giving continues to shape present impact.

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Gala Evening: Stories, Celebration, and Support

*Guests attended a three-course meal, received a complimentary drink, and joined in a raffle and auction. During the evening, Phiona's and Mukasa's testimony was shown on screen, explaining their experiences and the impact of Biojemss. Supporters responded generously, and the event raised over **£5,400**. These funds went directly to strengthening our work in Uganda, helping us continue to rescue, restore, and release children and families.*

The Gala Returns

The return of the Biojemss Gala was a highlight. Held at **St Julian's Church, Newport**, it was our first gala since 2019 and raised over **£5,400**. Attendees came from churches across South Wales, with representatives from **Elim Missions**, including the new mission director.

Volunteers played a key role in making the evening possible: young people waitressed, a couple managed the drinks, one volunteer prepared all the food, and a trustee decorated the venue. The CEO shared the inception story of Biojemss for the first time in over a decade, and the auction and raffle prompted generous responses, with several people committing to new monthly giving.

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The gala increased visibility, leading to invitations to speak at other events and renewed interest from churches in partnership. One nearby church, for example, invited us to receive the love gift from their annual women's conference during the time of the gala — a direct outcome of the increased visibility the event created.

Strengthening Partnerships

Partnerships have continued to strengthen. Our Associate Status with Church Mission Society (CMS), alongside Quentin and Sian Ball's Elim missionary credentials, has added credibility and affirmed our place within the wider mission community. CMS has supported us relationally and improved our standing with Anglican partners, while Elim connections have led to tangible new relationships with Elim churches. The presence of the Elim mission director and team at the gala was a visible sign of this ongoing partnership and friendship. Trustees also began a new recruitment process, strengthening our governance and preparing us for future growth. We were encouraged with new interest from churches, including one in South Wales that responded to a personal letter by helping us meet our Christmas Jumper target.

Growing Communications

Communications have also grown. We relaunched LinkedIn, using it to share the wealth of experience we have built over years of NGO management, faith-based work, and cross-cultural complexities — building credibility with partners and peers. TikTok remains restricted for fundraising, but we continue to explore its potential for awareness. AI tools, including Copilot, have helped us prepare social media content more efficiently, freeing time and improving quality. Engagement with posts increased significantly around Christmas, and newsletters drew warm responses from supporters who appreciated the personal reflections woven into each edition.

LoveGiving has proven a reliable platform. By contrast, recent changes to **Facebook Giving** created challenges: although donors would sometimes contact us after making a gift, those donations were not always processed by Facebook. This led to a small number of missed donations and the risk of losing trust when supporters asked questions about gifts that never appeared in our account. To avoid these issues, we adapted by moving towards direct LoveGiving links, even though this added an extra step for supporters.

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Relationship Model

At the heart of all this remains our relationship model. We continue to nurture personal connections through church visits, newsletters, and online communication. Each newsletter includes a “Love Letter to Our Readers” — a personal reflection that reinforces the family feel of Biojemss. These letters remind supporters that they are known and valued, strengthening the sense of connection that underpins our relationship model. We reached out to lapsed donors, and many responded warmly, with some resuming monthly giving. One supporter, who had stopped several years ago due to personal financial changes, resumed with a large monthly gift after a personal conversation. These stories remind us that our work is sustained not by numbers alone, but by knowing most of our supporters personally and walking alongside them. Volunteers have also played a vital role beyond the gala, helping us meet unexpected costs and respond to needs as they arose

Financial Health

Financially, this has been a healthier year. The gala provided momentum, renewed monthly giving strengthened our position, and our reserves remain strong thanks to careful preparation in previous years. Risks remain, particularly with online giving platforms, but overall we exceeded most of our targets and saw growth in both one-off and monthly support, with the usual ebb and flow of regular donors reflecting normal, healthy patterns. UK volunteers and trustees have played a vital role in this, ensuring that unexpected costs were met and that our activities remained consistent.

Looking Ahead

Looking ahead, we recognise that the wider charity landscape remains challenging. Many organisations face donor fatigue, rising costs, and competition for grants. Yet there is also a renewed appetite for in-person events and relational fundraising, which aligns closely with who we are. By combining the warmth of personal connection with the careful use of new tools, we believe Biojemss UK is well placed to remain resilient and adaptable in the years to come. As Biojemss UK has strengthened its foundations, we remain mindful that every effort here translates into hope and opportunity in Uganda. The two sides of our charity continue to work hand-in-hand, close family across continents, united in vision and purpose.

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Uganda Activities – 2024–25

Our Rescue–Restore–Release Model

Biojemmss' work runs in two-to-three year cycles, giving children time to stabilise in education while we walk alongside families — helping them unlearn harmful patterns, heal, and build safer homes. As many now reach the end of their cycle, we are beginning to see successful endings: stories of stability and new beginnings we look forward to sharing in the year ahead.

This year we celebrated Trust, one of our few residential students, completing his GCSEs — a milestone familiar to many of our supporters. We also marked a pivotal moment in Biojemmss' history as Mukasa, the last of the original eighteen children rescued from an abusive children's home that started the Biojemmss story, graduated into independence and married. His story symbolises not only his personal journey but the fulfilment of Biojemmss' founding vision: children rescued, restored, and released into freedom.

In total, over 60 children and their families are currently supported within this cycle, with them enrolled across 22 schools in the district.

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Spotlight Story: The Birth of Our 12th Initiative

The photo shows a father standing proudly in front of the framework of his rebuilt home. Our social worker met children in a remote Ugandan village who had been sent home from school due to unpaid fees. Thanks to the swift generosity of one of our supporters, Biojemss was able to provide emergency supplies and clear their school debts.

Weeks later, tragedy struck again. One of the families, already living in extreme poverty, lost their home to arson. With your help, we responded. Donations allowed us to commit to providing iron sheets for a new home. But this wasn't just a handout — it was a partnership. The father, determined to rebuild, gathered natural materials and constructed the entire framework himself. With Biojemss' support, the iron sheets will complete a home that is stronger and safer than what they had before.

This response marked the birth of Biojemss' 12th initiative: Emergency Relief. While our core programmes focus on long-term Rescue–Restore–Release work, this initiative ensures that when sudden crises arise — whether school fees, food shortages, or the loss of a home — Biojemss can act swiftly to protect children and families from further harm.

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Rescue: Crisis Intervention

Rescue is the urgent frontline of our work. This year we added a twelfth initiative — the *Emergency Relief Initiative* — which grew organically when supporters stepped in to cover school fees for children sent home from school during an outreach visit to one of the more rural areas of the district. Later, when the same family's home was destroyed by arson, we launched an emergency appeal and successfully prevented the children from falling into homelessness.

Emergency hampers remain a lifeline, though rising commodity prices have required us to supplement them with produce from our own farm. Shipments of clothing and supplies have also made a huge impact, distributed in times of crisis and used to strengthen the hampers. For many families, these shipments have provided essentials they could not otherwise afford, replacing worn-out clothes and meeting urgent needs. Since the initiative began, seven shipments have been sent, totalling nearly a tonne of supplies.

Biojemss has continued to sustain its prison outreach ministry, serving children, their mothers, and wider family members who find themselves incarcerated. This work is led by Phiona, one of our social workers and also graduates, who heads up the prison ministry in Uganda, and combines several strands:

- **Sharing the gospel:** This year over 130 inmates heard the message of hope through regular Bible teaching and discipleship.
- **Providing practical support:** Hampers of food, clothing, and essential supplies were distributed to inmates and their children, ensuring dignity and care in difficult circumstances. There were five children incarcerated with their parents this year.
- **Advocacy and representation:** Phiona's work has included supporting inmates to access better legal representation, and in some cases contributing to early release.
- **Child protection and tracing:** A core purpose of the ministry is to prevent children from experiencing abuse in desperate prison environments. Biojemss works with prison authorities to improve how children are managed inside, and traces family members for those left behind. In Uganda, women and men are only permitted to bring one child under five with them into prison, leaving other children at the mercy of neighbours or well-wishers. Biojemss steps into this gap to ensure those children are not forgotten. We are currently working with six child-headed households deeply impacted by parental incarceration.

The ministry often encounters complex and challenging cases. For example, one woman was held on remand for allegedly stealing bananas from a plantation, yet was detained alongside those facing charges

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as serious as murder. Biojemss' presence ensured she received pastoral care, practical support, and advocacy during her time in custody.

In another case, Biojemss supported nine women who were charged with arson after burning their neighbour's shrine, believing she had bewitched them and caused one of their number to go blind. These women faced significant legal and social stigma, yet Biojemss stood alongside them — offering counsel, prayer, and practical help while they awaited trial.

Through these interventions, Biojemss continues to embody its *Rescue–Restore–Release* model in ways that place children at the centre. Rescue means safeguarding children who find themselves inside prison with a parent, working with prison authorities and families to ensure they are protected from harm, and tracing siblings left behind so they are not forgotten. Restore involves supporting parents and caregivers so that children can grow up in safer, more stable environments, with dignity and hope rebuilt through both spiritual and practical care. Release is about creating new opportunities for children and their families — whether through advocacy that secures early release, or through ongoing support that allows them to move forward beyond incarceration.

We continue to deal with all forms of child abuse — from neglect and child labour to sexual and physical abuse. Each case requires careful safety planning, often involving police, local officials, and extended family networks. Rescue is rarely simple, but it is always urgent.

Restore: Family Strengthening

Restore is about rebuilding families and communities so children can grow up safely. Our family-strengthening department now supports over 60 families across rural southwest Uganda. Thanks to a generous one-off donor gift of £2,600, we were able to continue covering school fees for children in the second part of their cycle — a provision we had been struggling to secure.

Monthly workshops covered parenting, domestic violence, business skills, and substance misuse, while savings groups empowered caregivers to plan for their children's futures. These groups reduce isolation, improve mental wellbeing, and provide accountability for those overcoming addiction.

We also ran additional youth workshops for girls, addressing healthy relationships and sexual health. Two children were placed in foster care when they could not remain safely at home. We pay special tribute to **Mrs Keshaha**, one of our foster carers, who sadly passed away this year. She served with faithfulness and love, opening her home and heart to vulnerable children. Her legacy continues in the lives she touched, and we honour her contribution to the Biojemss family.

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Our land-loaning initiative continues to be a staff favourite. Families are given plots to grow crops, and one beneficiary, Monica, gifted us basins of sweet potatoes from her harvest — a beautiful example of mutual generosity.

A spotlight story this year is Gift, from a child-only household. After losing both parents, Gift and her siblings were rescued from starvation. Biojemmss secured their home, provided counselling, hampers, beds, clothing, and school enrolment. Today, Gift is thriving in secondary education, supported by livestock training and a livelihood business. Her story demonstrates the holistic care plan that transforms lives.



Livestock Expansion: Big Destinies in Small Beginnings

A pig with her large litter of piglets

This year, our agricultural projects have flourished. Several of our pigs have produced large litters, marking the natural expansion of Biojemmss' livestock programme. Each birth represents more than just numbers — it is a cycle of sustainability, providing families with food security, income opportunities, and a pathway to independence.

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Release: Sustainable Livelihood

Release is about equipping families and young people to thrive independently. In residential care, this means preparing children with life skills and opportunities for employment — milestones such as Trust's GCSEs and Mukasa's marriage show what independence and hope can look like.

In the wider community, Release is achieved through education, counselling, and livestock initiatives. Families receive training and premises support before being gifted pigs or goats. Livestock is chosen because it is culturally appropriate, low-cost, and high-yield: pigs reproduce quickly, goats are hardy, and both provide income through breeding and sales. Families breed and sell the animals, then pass on the first litter to another family, creating a cycle of blessing. Since inception, around 50 animals have been distributed, with a further 18 distributed this year to 9 families.

School fee support is also provided as part of immediate safety planning, rescuing children who are at risk of harm — often from their own caregivers, or because those caregivers are unable to protect them due to challenges such as substance misuse, exploitation, or a lack of parenting understanding. Enrolling children in school ensures they are safe and learning while our team works intensively with caregivers through the 12 initiatives to stabilise the home, strengthen families, and build the capacity to create safety for their own child. Ultimately, Release is realised when families themselves can provide that safety, enabling children to grow securely and confidently within their own homes and communities.

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Water Project: Building the Tank Stand

The newly constructed tank stand ready to hold the community water system. One of the most significant milestones in our land development this year was the construction of the tank stand for the new water system. This structure will hold the large container that supplies clean water across the site, ensuring that the community centre and surrounding families have reliable access to safe water. With hydrological surveys completed, piping laid, and the stand now in place, we are one step closer to delivering a fully functioning water system. This achievement was made possible through the generosity of supporters who gave to the water appeal and the partnership of a Dutch NGO who supplemented costs.

Land Development: Project Work

Our land in Kitaziguruka, Kanyinya continues to represent our “forever home.” This year we shared a four-stage plan, beginning with agriculture and livestock, and prioritising a water system to serve both our programmes and four surrounding villages.

Fundraising momentum was strong: the water appeal reached its revised target of £8,048 thanks to generous supporters and a Dutch NGO partnership. Initial funds were immediately invested in a hydrological survey, piping, and construction of a water container stand. However, national electricity supply issues delayed the final pump installation, slowing progress despite strong momentum.

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Architectural plans for the community centre and sanitation facilities were drafted, with government and municipal leaders actively involved in the planning process. Their participation demonstrates both our credibility and our transparent approach to community development. The Christmas appeal raised £4,240, exceeding its target and enabling fundraising for the community centre foundations to begin, though construction has been delayed until water access is secured.

Community Engagement & Volunteers

Biojemss Uganda has continued to grow in visibility and influence. We were included in national disaster control forums and documents, and even sensitised local poachers to avoid returning to harmful practices. Ugandan trustees visited the land development site, actively participating in assessments and planning.

We also acknowledge the invaluable contribution of Ugandan volunteers, whose commitment sustains our work. Alongside the tribute to Mrs Keshaha, we celebrate the dedication of caregivers, staff, and community members who serve tirelessly. Staffing remained stable this year, with only a change in security guard, and we rejoiced with staff member JB on the birth of his baby.

Fundraising highlights included the “Give Up Your Seat” appeal, which secured chairs and a marquee thanks to the Pignatelli Foundation, and the Christmas Jumper Day and coffee morning, which raised funds for a Christmas party, presents, hampers, and staff gifts.

Partnerships

Our partnerships remain vital. Biojemss continues as an approved member of CRANE (a partner of Viva, UK), and we have strengthened ties with local government agencies, probation officers, and the Red Cross. We are increasingly asked to deliver training and contribute to government forums, reflecting our growing credibility and influence in the sector.

Closing

This year has shown both momentum and challenge. We celebrated milestones of independence, expanded our initiatives to twelve, and saw livestock and agricultural projects flourish. At the same time, delays in land development reminded us of the complexities of working in Uganda. Yet through it all, Biojemss Uganda has remained faithful to its Rescue–Restore–Release model, walking alongside children and families until they are safe, stable, and independent.

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Every achievement here is made possible by the support of Biojemss UK. Together, we remain one family across continents, united in vision and purpose.

Volunteers:



Coffee Morning: Community in Action

This photo captures one of our volunteers hosting a tambola game during a local coffee morning. Events like these may look small, but they are part of the bigger picture of Biojemss' work in the UK: building community, raising funds, and strengthening the partnerships that sustain our mission in Uganda.

Through coffee mornings, raffles, and other grassroots events, churches and individuals have become ambassadors for Biojemss, regularly supporting our initiatives and helping us to meet core costs. Each ticket sold, each cup of coffee shared, and each tambola prize won contributes to the Rescue–Restore–Release model — ensuring children in Uganda are rescued from crisis, restored through care and education, and released into independence and hope.

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“Volunteers are the heartbeat of Biojemmss — giving time, skills, and creativity that money alone could never buy.” Sian, CEO

The Biojemmss Organisation, UK has continued to benefit from the time, resources, and gifts — whether financial or in kind — of a faithful and committed group of volunteers. Quite simply, Biojemmss UK could not have operated without this volunteer base.

We gratefully acknowledge and thank them for their efforts during this period. Their contributions have been wide-ranging:

- Strengthening our online presence and communications
- Expanding our financial supporters and income through fundraising activities
- Offering consultancy input that has strengthened both the UK and Uganda teams
- Giving practical support at events, from coffee mornings to the Gala

Each volunteer has played a vital role in ensuring that unexpected costs were met, that our activities remained consistent, and that our story reached further. Their generosity of spirit continues to remind us that Biojemmss is sustained not only by finance, but by people who choose to stand alongside us.

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Founder's Report



Phiona, Solomon, Mukasa, and Andy — the last of the original eighteen children rescued who have now stepped into independence

"Forgetting what is behind and straining toward what is ahead, I press on toward the goal..."
Philippians 3:13–14

This year has felt like a season of remembering and pressing forward. At the Biojemss Gala in October, for the first time in over a decade, I shared publicly the story of how Biojemss began. It is not just my story, but the combined memories, sorrows, and pain of many children whose voices first called us into action. Biojemss was born from the rescue of eighteen children from an abusive home — a mission that began when one young girl bravely disclosed she was being sexually abused.

Today, we stand in awe of what God has done. Each of those eighteen has now graduated into independence — completing school or university, starting businesses, building careers, and forming families of their own. This year we celebrated the wedding of Mukasa, one of the "m's" in "Biojemss" and the last of the eighteen to fly the nest. He now works full-time at Mengo Hospital and has begun his own family. To see lives once marked by pain now flourishing in hope is beyond what we could have imagined in those early days.

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This milestone has produced a season of remembering. Remembering how much each of those children had to learn to forget — to put behind them the trauma, and to heal so they could take hold of new possibilities. Remembering the Lord's provision in the hardest years, when we did not know how we would continue. Remembering those of you who stood with us then, and who continue to stand with us now. The lives they live today would never have been possible without your faithfulness.

And yet, alongside remembering, this year has also carried the sense of a tide turning. After seasons marked by uncertainty, we have begun to see renewed momentum — in financial support, in recovery, and in confidence. Fundraising has strengthened, reserves have stabilised, and new partnerships have opened doors we could not have imagined. What once felt fragile now feels rooted, and we give thanks for the Lord's protection and wisdom in guiding us through.

Biojemss has already touched the lives of thousands of children, and yet there are still children waiting to be rescued. We remain committed to being a voice for the voiceless, to reaching into the unseen places where abuse and neglect hide, and to walking with families until freedom and stability are possible.

I am humbled daily by the generosity of our supporters, volunteers, trustees, and staff. You have chosen to share from what you have, to stand in the aching gaps, and to sacrifice for children you may never meet. In doing so, you have become living expressions of God's love — His compassion made visible through your actions.

This ministry has always been about weaving threads of hope into places torn by despair. Each gift, each act of kindness, has been a stitch in a greater tapestry that only God could design. We remain humbled by your faithfulness, and grateful for the way you have carried this vision with us.

May the Lord continue to strengthen you, surround you with His protection, and fill you with His peace.

Thank you for standing with us to believe in the children of Uganda — yesterday, today, and in the future yet to come.

With love and gratitude, **Sian Ball** Founder and CEO

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Achievements and Performance

This has been the seventh year of registration for The Biojemss Organisation, UK after being granted UK charity status on 19th March 2018.

Despite ongoing international challenges and economic uncertainty, Biojemss has continued to thrive. Careful financial and strategic planning has enabled us to remain stable, and this year has carried the sense of a tide turning — renewed momentum, healthier finances, and stronger reserves. We remain deeply grateful to our staff, volunteers, and supporters for standing with us in such times.

We are pleased to report the following achievements:

Financial Health and Governance

- This year has been financially healthier than the last, reflected in our accounts and end balances.
- We are in a strong position with unrestricted reserves, even after considering restricted and designated funds.
- Monthly giving increased following the Gala, strengthening our long-term sustainability.
- Annual accounts and reports were filed on time, with external audits completed in both the UK and Uganda.
- Budgets were carefully reviewed, ensuring excellence and accountability in the use of charitable funds.

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Honouring Ken and Lynn

*This year we marked the retirement of **Ken Chapman**, Chair of Trustees in Uganda, who returned to America with his wife Lynn. Ken has been a steadfast leader, guiding Biojemss Uganda with wisdom, faith, and dedication. His influence has shaped the organisation from its earliest days, and his commitment to the Rescue–Restore–Release vision has left a lasting legacy.*

The Ugandan trustees threw Ken and Lynn a retirement and farewell party, celebrating their years of service and the friendships built along the way. It was a joyful occasion filled with gratitude, laughter, and prayer — a fitting tribute to two people who have poured so much into the Biojemss family.

Though Ken has stepped back from his role in Uganda, he continues as an ambassador and distant trustee, ensuring his voice and encouragement remain part of our journey. Lynn's support has been equally invaluable, standing alongside Ken and the team with grace and strength.

Together, their story reminds us that Biojemss is not just an organisation, but a community of people bound by love, hope, and shared purpose.

The Biojemss Organisation UK

Trustees' Annual Report

Year ended 31 March 2025

Staffing and Trustees

- Ken Chapman, Chair of Trustees in Uganda, retired back to America. He remains an ambassador and distant trustee.
- A new security guard was recruited to replace the outgoing staff member on the land.
- UK trustees remained consistent, providing stability and continuity.
- Salaries continued to be paid on time to seven full-time Ugandan staff, whose performance and commitment remain exemplary.

Initiatives and Programme Impact

- Biojemss now runs **12 established initiatives** to tackle child abuse in Rukungiri District, with the addition of the Emergency Relief Initiative.
- Over 60 children and their families have been retained within our Rescue–Restore–Release cycle, ensuring ongoing stability and holistic support. This has included covering school fees, counselling, care planning, and other interventions to sustain their journey toward safety and independence.
- Nearly a tonne of clothing, toys, blankets, and supplies have now been shipped to Uganda, distributed in times of crisis and supplementing hampers.
- Livestock projects flourished, with healthy pigs and goats delivering several litters throughout the year, strengthening family livelihoods and supplementing project sustainability. Biojemss benefited from 26 new animals born within the 12 month period.
- Agricultural projects continued to sustain our work, with the first harvests from last year's expansions — including bananas, maize, sweet potatoes, and elephant grass — now feeding both livestock and families in need.
- Foster placements were sustained throughout the year, with long-term arrangements supported by Biojemss.
- Prison ministry continued weekly, providing food, clothing, and counselling to children incarcerated with their caregivers.

The Biojemss Organisation UK

Trustees' Annual Report

Year ended 31 March 2025

Fundraising and Appeals

- The Biojemss Gala returned for the first time since 2019, raising over £5,400 and sparking renewed momentum.
- The *Foundations for the Future* Christmas appeal exceeded its target, raising £4,240 to begin community centre foundations.
- The *Christmas Jumper Day* appeal raised £350, funding hampers, a Christmas party, and gifts for children and staff.
- The CEO's birthday appeal raised nearly £300, covering shortfalls and contributing to livestock purchases.
- Our first supermarket bucket collection at Asda Cwmbran raised £374, with Zettle card payments trialled successfully.
- A further shipment of clothes was sent to Uganda, continuing steady distribution to families in greatest need.

Partnerships and Recognition

- Biojemss UK was granted **Associate Status with Church Mission Society (CMS)**, strengthening credibility and partnerships.
- Biojemss maintained positive relationships with Elim Missions, remaining on their list of approved charities.
- Government and municipal leaders in Uganda actively engaged in land development planning, approving architectural plans.
- Biojemss Uganda was increasingly invited to be a voice in diverse community forums and training, reflecting growing influence.
- A grant from the Pignatelli Foundation funded the *Give Up Your Seat* appeal, enabling purchase of a marquee and chairs.
- Church ambassadors continued to play a vital role, with two churches now regularly supporting Biojemss through regular coffee mornings.

The Biojemss Organisation UK

Trustees' Annual Report

Year ended 31 March 2025

Land Development

- Architectural plans for the community centre and sanitation facilities were approved.
- The water system appeal reached its revised target of £8,048, with a Dutch NGO partnership supplementing costs.
- Hydrological surveys were completed, piping laid, and a water container stand constructed.
- National electricity delays slowed final pump installation, but momentum remains strong.
- Fundraising for sanitation facilities (toilets) has been pre-funded, ensuring readiness for the next stage of development.

Milestones

- Mukasa, the last of the original eighteen children rescued, graduated into independence and married — a historic milestone for Biojemss.
- Trust, one of our residential students, completed his GCSEs, marking a significant educational achievement.

Trustees' Financial Review

Funding Sources

The Charity receives funding from regular giving, one-off donations, small grant-giving trusts, and other miscellaneous income (for example, Gift Aid). Core funding — covering regular outgoings such as rent, salaries, food, and school fees — is raised primarily through monthly giving by individuals and churches. This provides a relatively predictable income stream, though fluctuations have been experienced post-Covid. Biojemss has worked hard to increase donations and has seen a healthier uplift this year compared to last.

Funds for unforeseen needs (e.g. hospital treatment for a child) or for capital expenditure and expansion (e.g. land development or vehicles) are raised through specific appeals and fundraising events.

The Biojemss Organisation UK

Trustees' Annual Report

Year ended 31 March 2025

Policies

Reserves Policy

The Trustees recognise that The Biojemss Organisation, UK needs to hold adequate reserves to minimise the risk of disruption to beneficiaries should income fall or costs rise unexpectedly.

- **Target Level of Reserves:** The Trustees have set a target level of reserves equivalent to six months of base operating expenditure for Uganda programmes and three to six months of operating expenditure for UK operations, excluding ring-fenced or restricted funds. Taken together, this equates to a target range of approximately **£25,000–£35,000**.
- **Basis of Determination:** This level has been determined by considering:
 - The lead time required to adjust programme commitments if income falls.
 - The volatility of donor income and fundraising cycles.
 - The need to cover core staff, essential programme delivery, and contractual obligations.
 - Risks specific to overseas operations, including foreign exchange fluctuations and remittance delays.
- **Designated Funds:** In addition to general reserves, some unrestricted funds are designated for specific purposes (e.g., sanitation facilities), reflecting prudent planning and clear earmarking of future commitments.

Current Position

Reserves are currently above the minimum policy target. Trustees have chosen to remain cautious after a prior season of drawing on reserves and will continue to assess opportunities to reduce reserve levels as monthly giving and fundraising momentum strengthen.

The Trustees note that the year-end falls immediately before a scheduled six-month budget transfer to Uganda. As transfers are made only twice a year to reduce transaction costs, reserves at year end may appear higher than operational needs, but are earmarked for imminent

The Biojemss Organisation UK

Trustees' Annual Report

Year ended 31 March 2025

programme expenditure overseas. At year end, unrestricted reserves stood at **£50,722**, which exceeds the minimum target level.

In addition to safeguarding against income fluctuations, the Trustees recognise that the organisation is entering a period of key project development, including building work on the land in Uganda. Maintaining strong reserves during this phase ensures that construction and related commitments can proceed without disruption, while also protecting the charity's ability to deliver ongoing programmes.

Statement on Reserves

The Trustees have considered the Charity's position against the backdrop of continued economic uncertainty and donor competition affecting the sector. Many charities are navigating falling income, rising costs, and increased demand, making strong reserves, diversified revenue, and good governance essential to resilience. Biojemss has therefore reviewed its reserves policy to sustain resilience against fluctuations in funding (including inflation, exchange rate changes, and variations in our supporter base).

The Trustees remain engaged with Charity Commission guidance and training, ensuring our financial policies reflect current best practice. The reserves policy will be reviewed every six months, with the intention to adjust levels as risk conditions improve.

Overseas Payments Policy

The Trustees note the potential risks of overseas activities, particularly in sending funds to Biojemss Uganda. Transactions are made through reputable financial institutions to ensure an adequate audit trail. The Charity does not use cash as its primary mechanism for sending funds and minimises any cash transported outside the UK.

The CEO oversees transactions, verifies that payments are used for their intended purpose, and reports to the Trustees in partnership with the Ugandan trustees. Arrangements are monitored and periodically reviewed to ensure accountability and traceability proportionate to risk and cost.

The Biojemmss Organisation UK

Trustees' Annual Report

Year ended 31 March 2025

Foreign Exchange Policy

The Trustees periodically review foreign exchange impacts when remitting funds to Uganda. A currency exchange and treasury service is used to manage costs and efficiency in transfers, aligned with sector good practice on financial sustainability and risk management.

Going Concern

The Trustees have reviewed the Charity's ability to continue operating as a going concern. At the time of signing, the Trustees are not aware of any uncertainties that would affect the organisation's ability to continue its activities, noting prudent reserves, strengthened monthly giving, and diversified fundraising as supportive factors.

The trustees' annual report was approved on 08/01/2026 and signed on behalf of the board of trustees by:



William John Crump

Trustee

The Biojemss Organisation UK

Independent Examiner's Report to the Trustees of The Biojemss Organisation UK

Year ended 31 March 2025

I report to the trustees on my examination of the financial statements of The Biojemss Organisation UK ('the charity') for the year ended 31 March 2025.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

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

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Nigel Wyatt FCA
Independent Examiner

125 Main Street
Garforth
Leeds
LS25 1AF

The Biojemmss Organisation UK

Statement of Financial Activities

Year ended 31 March 2025

			2025		2024
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	4	58,256	9,162	67,417	48,363
Other income	5	497	–	497	537
Total income		<u>58,753</u>	<u>9,162</u>	<u>67,914</u>	<u>48,900</u>
Expenditure					
Expenditure on charitable activities	6,7	36,527	21,929	58,455	57,702
Total expenditure		<u>36,527</u>	<u>21,929</u>	<u>58,455</u>	<u>57,702</u>
Net income/(expenditure) and net movement in funds		<u>22,226</u>	<u>(12,767)</u>	<u>9,459</u>	<u>(8,802)</u>
Reconciliation of funds					
Total funds brought forward		28,476	34,466	62,942	71,744
Total funds carried forward		<u>50,722</u>	<u>21,679</u>	<u>72,401</u>	<u>62,942</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 33 to 39 form part of these financial statements.

The Biojemmss Organisation UK

Statement of Financial Position

31 March 2025

	Note	2025 £	2024 £
Current assets			
Debtors	11	6,047	3,865
Cash at bank and in hand		70,686	62,148
		<u>76,733</u>	<u>66,013</u>
Creditors: amounts falling due within one year	12	4,332	3,071
Net current assets		<u>72,401</u>	<u>62,942</u>
Total assets less current liabilities		<u>72,401</u>	<u>62,942</u>
Net assets		<u>72,401</u>	<u>62,942</u>
Funds of the charity			
Restricted funds		21,679	34,466
Unrestricted funds		50,722	28,476
Total charity funds	13	<u>72,401</u>	<u>62,942</u>

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



William John Crump

Trustee

Date: 08/01/2026

The notes on pages 33 to 39 form part of these financial statements.

The Biojemmss Organisation UK

Notes to the Financial Statements

Year ended 31 March 2025

1. General information

The charity is a public benefit entity and a registered charity in England and Wales and is a Charitable Incorporated Organisation (CIO). The address of the principal office is Office 17323, PO Box 92, Cardiff, CF11 1NB, United Kingdom.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Charities Act 2011.

3. Accounting policies

Basis of preparation

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

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

Going concern

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

Fund accounting

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

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

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

The Biojemms Organisation UK

Notes to the Financial Statements (*continued*)

Year ended 31 March 2025

3. Accounting policies (*continued*)

Incoming resources

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

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

Resources expended

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

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

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

The Biojemmss Organisation UK

Notes to the Financial Statements (*continued*)

Year ended 31 March 2025

3. Accounting policies (*continued*)

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

The Biojemss Organisation UK

Notes to the Financial Statements (*continued*)

Year ended 31 March 2025

4. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Donations			
Donations	32,918	7,150	40,068
Gift aid received on donations	25,338	2,012	27,349
	<u>58,256</u>	<u>9,162</u>	<u>67,417</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Donations			
Donations	34,740	8,417	43,156
Gift aid received on donations	3,844	1,363	5,207
	<u>38,584</u>	<u>9,780</u>	<u>48,363</u>

During the financial year, the Charity received £1,500 (2024: £1,500) worth of gift-in-kind donations in the form of clothing and essential resources to support its work in Uganda.

5. Other income

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Bank Interest	<u>497</u>	<u>497</u>	<u>537</u>	<u>537</u>

6. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Fundraising for Biojemss Uganda	32,834	3,645	36,479
Support costs	3,693	18,284	21,976
	<u>36,527</u>	<u>21,929</u>	<u>58,455</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Fundraising for Biojemss Uganda	31,955	5,467	37,422
Support costs	1,429	18,852	20,280
	<u>33,384</u>	<u>24,319</u>	<u>57,702</u>

The Biojemss Organisation UK

Notes to the Financial Statements (*continued*)

Year ended 31 March 2025

7. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2025 £	Total fund 2024 £
Fundraising for Biojemss Uganda	<u>36,479</u>	<u>21,976</u>	<u>58,455</u>	<u>57,702</u>

8. Independent examination fees

	2025 £	2024 £
Fees payable to the independent examiner for:		
Independent examination of the financial statements	555	536
Other financial services	<u>560</u>	<u>1,070</u>
	<u>1,115</u>	<u>1,606</u>

9. Staff costs

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

	2025 £	2024 £
Wages and salaries	<u>18,284</u>	<u>18,852</u>

No staff costs were incurred by the Charity during the financial year.

The average head count of employees during the year was 1 (2024: 1).

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

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £18,284 (2024:£18,852).

10. Trustee remuneration and expenses

No remuneration was paid to any of the trustees during the year. One trustee received £660 (2024: £445) reimbursement of out of pocket expenditure during the year the day to day running of the Charity relating to administrative costs.

The Biojemmss Organisation UK

Notes to the Financial Statements (*continued*)

Year ended 31 March 2025

11. Debtors

	2025	2024
	£	£
Prepayments and accrued income	6,047	1,046
Other debtors	-	2,819
	<u>6,047</u>	<u>3,865</u>

12. Creditors: amounts falling due within one year

	2025	2024
	£	£
Accruals and deferred income	<u>4,332</u>	<u>3,071</u>

13. Analysis of charitable funds

Unrestricted funds

	At 1 April 2024	Income	Expenditure	At 31 March 2025
	£	£	£	£
General funds	<u>28,476</u>	<u>58,753</u>	<u>(36,527)</u>	<u>50,722</u>

	At 1 April 2023	Income	Expenditure	At 31 March 2024
	£	£	£	£
General funds	<u>22,739</u>	<u>39,121</u>	<u>(33,384)</u>	<u>28,476</u>

Restricted funds

	At 1 April 2024	Income	Expenditure	At 31 March 2025
	£	£	£	£
Employment Fund	34,446	5,517	(18,884)	21,679
Build Our Home Appeal	-	462	(462)	-
Christmas Jumper Day 2024	-	151	(151)	-
Christmas Appeal 2024	-	3,250	(3,250)	-
Make Room Appeal	-	244	(244)	-
	<u>34,446</u>	<u>9,162</u>	<u>(21,929)</u>	<u>21,679</u>

The Biojemms Organisation UK

Notes to the Financial Statements (*continued*)

Year ended 31 March 2025

	At 1 April 2023	Income	Expenditure	At 31 March 2024
	£	£	£	£
Employment Fund	49,005	4,313	(18,852)	34,446
Build Our Home Appeal	-	462	(462)	-
Emergency Appeal	-	850	(850)	-
Christmas Appeal 2023	-	3,194	(3,194)	-
Make Room Appeal	-	960	(960)	-
	<u>49,005</u>	<u>9,780</u>	<u>(24,319)</u>	<u>34,466</u>

14. Related parties

There have been no related party transactions during the year.

The Biojemmss Organisation UK

Management Information

Year ended 31 March 2025

The following pages do not form part of the financial statements.