

Company number: 11185197

Charity Number: 1181435

INTERSTICIA

# Intersticia UK

Trustees report and financial statements

For the period ended 28 February 2025

Intersticia UK  
Reference and administration information

**Company number** 11185197

**Charity number** 1181435

**Registered office and operational address**

5 North Road, Highgate Village, London, N6 4BD, United Kingdom

**Trustees**

Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Tristan Lumley  
Ann Rowland-Campbell  
Berivan Esen  
Louise Sibley  
Samantha Campbell

**Bankers**

Lloyds Bank  
P O Box 1000  
Uttoxeter  
BX1 1LT

**Solicitors**

Bates Wells & Braithwaite  
10 Queen Street Place  
London  
EC4R 1BE

**Independent Examiner**

Patrick Morrello ACA  
Third Sector Accountancy Limited  
Holyoake House  
Hanover Street  
Manchester  
M60 0AS

# Intersticia UK

## Trustees' annual report for the year ended 28 February 2025

The trustees present their report and the unaudited financial statements for the year ended 28 February 2025. Included within the trustees' report is the directors' report as required by company law.

Reference and administrative information set out on the previous page forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

### Objectives and activities

The objects of the charity were the advancement of education for the public benefit by:

- (a) providing support and funding for the benefit of emerging leaders in their chosen fields of expertise, including in particular grants and scholarships for their tuition costs and/or their living costs;
- (b) providing support and opportunities for emerging leaders to experience and develop leadership skills in the interstice between technology, culture and society by creating learning opportunities, including through the provision of access to digital resources, conferences, retreats and workshops;
- (c) promoting the development of digital literacy and leadership skills, including through public events such as conferences and workshops.

'Emerging leaders' means individuals aged 18 - 40 with leadership experience or an ambition to gain experience in leadership, including without limitation postgraduate students attending universities.

The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

### Achievements and performance

Intersticia UK exists to develop and promote digital fluency and develop "smart humans" in terms of how we proactively create, manage, harness and utilise digital technologies. As per our Objectives we do this primarily through the following activities:

1. We identify, support, nurture and encourage individuals through our Scholarships and Fellowships
2. We work with like-minded partner organisations to support entrepreneurship and innovation
3. We hold public events with a specific aim of promoting conversations and building skills in digital literacy and leadership

In the 2024 - 2025 year we worked to continue supporting our Fellows and partner organisations as the world began to integrate the use of Artificial Intelligence, the election of the Trump Administration changed global political dynamics, and the impacts of Climate Change became more obvious. Whilst the impact of the Covid-Pandemic is still evident it is the "Cost of Living" Crisis which appears to most impact the younger people around the world whom we support. Commentary about our community and activities can be found on our website <https://intersticia.org/blog/>.

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### Supporting individuals through Scholarships, Bursaries and Fellowship

The beneficiaries of our services are our Fellows, the communities with which they work, our partner organisations and the General Public through our public events. Specific details of our beneficiaries and how they have benefitted from our activities are described in the following paragraphs detailing our achievements and performance.

#### Rowland Scholarship – Goodenough College

##### **Rowland Scholarships (2024 – 2025 Financial Year)**

In July 2024 Intersticia received 19 applications for the Rowland Scholarship from around the world and we determined to interview four (4) candidates via Zoom on Sunday 14<sup>th</sup> July. These interviews were conducted by Erla Arnalds (Rowland Scholar 2023 – 2024), Abeer Abu Ghaith and Anni Rowland-Campbell. The main thing we were looking for in our 2024 Rowland Scholar was how a new scholar would collaborate with our existing community in particular by working in the interstice between society and technology but would also have a degree of momentum in their own field of interest.

We determined to offer the Rowland Scholarship for 2024 – 2025 to Nguyen Thi Hong Minh.

**Nguyen Thi Hong Minh (2024 – 2025)** – Minh comes from Vietnam and is currently living in Japan with her husband. She was accepted to study for her Masters of Arts at University College London in the field of Education and Technology in order to develop her work supporting students in need in Vietnam. She is co-founder of Opportunity Hunting, a non-profit in Thailand which seeks to help people find employment (see <https://web.archive.org/web/20240519085856/https://optyhunting.org/>). Minh is returning to Japan to continue her work following completion of her studies.

Updates on our Rowland Scholars:

- Dr Lionel Nzigami (2013 – 2014) – Lionel continues to live in Burundi where he has been supporting his wife and looking after their two young children. He continues to undertake placements as a Consultant Physician with the World Health Organisation.
- Hamish Laing (2014 – 2015) - Hamish currently works as a Renewable Engineering Manager for Meridian Energy, an electricity generator, developing new wind farms and solar farms in NZ. (<https://www.linkedin.com/in/hamishlaing/>)
- Ignacio de Solhemniac (2015 – 2016) – Ignacio has completed his PhD and is now back in Chile with his wife Josefina and three young sons working as an Associate Professor at a University in Chile. (<https://www.linkedin.com/in/ignacio-de-solminihac-sierralta-11946a273/>)
- Dr Britta Gustavson (2016 – 2017) – Britta completed her degree in Medicine at McGill University, Montreal and is currently pursuing a residency in Paediatric Ophthalmology at the University of British Columbia, Vancouver. (<https://www.linkedin.com/in/britta-gustavson-8619b0b9/>)
- Osheen Arora (2017 – 2018) – Osheen worked with Salesforce India and then completed her MBA at INSEAD Paris. She has now commenced work as a Consultant with Bain and Company in Dubai, UAE. (<https://www.linkedin.com/in/osheearora/>)
- Timothy Wong (2018 – 2019) – Timothy continues to work as a Doctor with Médecins Sans Frontières (MSF). (<https://www.linkedin.com/in/timhwong/>)
- Sergio Camacho Iannini (2019 – 2020) – Sergio is Communications and Advocacy Officer with Women's Link and is a permanent collaborator of [Sentiido](https://www.sentiido.org/), a foundation and independent media that works on gender and sexual diversity issues. (<https://www.linkedin.com/in/sergio-camacho-iannini-2405a380/>)
- Sean McDiarmid (2020 – 2021) – Sean is now working as a Strategy Advisor with the UK Foreign, Commonwealth & Development Office on the China Desk. (<https://www.linkedin.com/in/sean-m-57250a192/>)

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- Sergio Mutis (2021 – 2022) – Sergio has been working as a Researcher & Computational Designer at Zaha Hadid Architects and heads to the USA in September to commence a Master of Science Degree in Architecture Studies in Computation at the Massachusetts Institute of Technology. (<https://www.linkedin.com/in/sergio-eduardo-mutis/>)
- Farahana Cajuste (2021 – 2022) – Farahana is a Program Analyst at USAID supporting the Bureau for Latin America and the Caribbean, Office of Caribbean Affairs. (<https://www.linkedin.com/in/farahanacajuste/>)
- Yuhui Li (2022 – 2023) – Yuhui has returned to China and is now working at The China Banking and Insurance Regulatory Commission Huangnan Bureau, Xining
- Erla Arnalds (2023 – 2024) – Erla completed her Masters in Machine Learning at University College London and is now in her native Iceland working as a Software Developer for Careflux. (<https://www.linkedin.com/in/erla-arnalds/>)

#### Doughton Fellows (2024 – 2025 Financial Year)

**Amira Shahla** (2019, 2024 – 2025) - In 2019 we awarded Amira Shahla a US\$10,000 Doughton Scholarship, an initial amount of £1,000 (US\$1,260) being used to support Palestinian psychologists to attend the Besod Siach (LINK) conference in Israel. In January 2024 Amira determined that the time was right to utilise the balance of her US \$10,000 scholarship (US\$8,740) to contribute to the funding of her participation in the POCD - "Program in Organizational Consulting and Development: A Psychoanalytic-Systemic Approach" to be conducted in Israel over the next two years (see <https://tavistockandportman.ac.uk/courses/consulting-and-leading-in-organisations-psychodynamic-and-systemic-approaches-d10/>).

Intersticia's commitment is that the funding is to be paid in the following instalments:

- 31st January, 2024 - US\$2,500
- 20th June, 2024 - US\$2,500
- 31st January, 2025 - US\$2,500
- 20th June, 2025 - US\$1,740

Amira's commitment is to:

- Deliver a Lecture on her research at an Intersticia sponsored event, either face to face or online
- Deliver a Video or Blog post for [www.intersticia.org](http://www.intersticia.org) to describe her learnings from this scholarship for other Fellows
- Attend Intersticia Leadership Activities when she is able

In 2024 we also awarded a second Doughton Fellowship, but one that will not begin until 2026. This is to

**Juan Pablo Castilla** (2024 – 2026) - Juan Pablo Castilla is an economist with a Master's degree in Economics from Universidad de los Andes. Previously, he served as a high school economics professor and currently teaches Introduction to Economics and Microeconomics at Universidad de los Andes. Additionally, Juan Pablo is the founder and general manager of Apata Colombia, a platform aimed at fostering peace and reducing inequalities through tourism initiatives. His research focuses on topics related to armed conflict, peacebuilding, education, and pedagogy. Juan Pablo is passionate about leveraging pedagogy and tourism to contribute to the reduction of inequalities. Juan Pablo intends pursuing a PhD over the next few years in Complexity Theory and Economics. (<https://co.linkedin.com/in/juan-pablo-castilla-3758ba140>).

Juan Pablo is now applying for courses and in the process of planning his studies for 2026.

#### Update on Doughton Scholars:

- Dr Berivan Esen (2016 – 2020) – Berivan has completed her PhD at the University of Leicester in the United Kingdom. Berivan is an astrobiologist, interested in the search for life (or its remains) on Mars, with a focus on the analytical

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techniques used in these efforts. In 2019, Berivan undertook a Science Policy Fellowship with the UK Parliament's Parliamentary Office for Science and Technology (POST), based in Westminster. There she led the research and writing of a POSTnote, on the topic of "Remote sensing and machine learning". Following her PhD Berivan joined the UK Space Agency as International Relations Officer (North America) and now Copernicus Manager. Berivan serves as a Trustee for Intersticia UK.

- Dr Marco Valerio (2020 – 2021, 2022) – Marco has completed his PhD in Psychology at the University of New South Wales, Australia with research investigating strategies to enhance the placebo effect and the importance of rituals for health and performance. He is passionate about group dynamics and participated as a member and staff in several group relations conferences including being Co-Ordinator for ALI Il Nodo in Italy 2025 and, and for the Tavistock Institute's 2024 Leicester Conference. Marco is working as a Lecturer, Researcher and Mindfulness Facilitator with the University of New South Wales and a Portfolio Manager with Exchange. (<https://www.linkedin.com/in/marco-valerio/>)
- Amira Shahla (2019 – 2020 and now 2024 – 2026) – Amira continues to work as a clinical Psychologist in Haifa, Israel, whilst juggling a busy life with two young boys. (<https://www.linkedin.com/in/amira-shahla-4271b833/>)

#### Leadership Fellows (2024 – 2025 Financial Year)

There were no scholarships awarded in 2024 – 2025 as we determined to continue our support of the current community, and in particular **Abeer Abu Ghaith** – (2023 – 2025) (<https://intersticia.org/fellows/abeer-abu-ghaith/>).

In October 2023 Abeer was forced to leave Palestine due to the current Israeli-Palestinian conflict as it became increasingly clear that it was unsafe for her to work in Palestine. Intersticia has supported Abeer since this time, through her application for Protection in the United Kingdom, and now as she begins to rebuild her life in London. Abeer's business MENA Alliances which seeks to source and provide outsourcing work in technology has suffered due to the adoption and development of artificial intelligence and so our support of Abeer continues as she now seeks to redefine her work and career.

#### Updates on our Leadership Scholars:

- Negar Tayyar (2017) – Negar is the co-founder and Executive Director of the Global Whole Being Fund (GWBF), a global philanthropic fund supporting more than 4 million refugees across 23 countries. (<https://www.linkedin.com/in/negartayyar>)
- Bel Campbell (2017 – 2018) – Bel worked as a Communications and Engagement specialist currently delivering multiple communications and engagement programs for disability programs at the National Aboriginal Community Controlled Health Organisation (NACCHO) and has more recently taken up a Public Policy role in the Australian Department of Prime Minister and Cabinet (<https://au.linkedin.com/in/bel-campbell-9a927351>)
- Nick Byrne (2018 – 2021) – Nick worked as Global Head of Product with the International Chamber of Commerce before taking up a role as Director of Sustainability with Augusta Margaret River Council in Western Australia in 2023. (<https://au.linkedin.com/in/nbyrne>)
- Abeer Abu Ghaith (2022 – 2024) (<https://www.linkedin.com/in/abughait/>) – Abeer is a technology entrepreneur from Hebron, Palestine, now living in London from where she operates her MENA Alliances Group, an International business which provides high quality outsourced business and technology solutions harnessing talent in the MENA region. She is especially focused on creating economic opportunities for women and young people.

#### Founder Fellows (2024 – 2025 Financial Year)

There were no Founder Fellowships awarded this year but we continue to support Founders and Coders through the support of their leadership team, the contribution to their curriculum through the delivery of Brave Conversations, and the support of both individual Fellows and the Yalla Co-Operative.

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### Updates on our Founder Fellows:

- Joe Friel (2018 – 2020) – Joe continues in his role as Co-founder, Project manager and UX lead of the Yalla Co-Operative (<https://www.yallacooperative.com/story-and-team>). This has been a particularly challenging time for him as most of the Yalla team remain in Gaza during the current conflict without access to electricity or internet. Yalla continues to support them with their salaries, together with other Gaza Yalla team members who are now living in either Istanbul or Madrid. In 2025 Ramy Al Shufara, co-Founder of Yalla and former member of the Founders programme died suddenly which made things particularly difficult for Joe and the team. (<https://uk.linkedin.com/in/joe-friel-08005316>)
- Kristina Talisa Jaggard (2019 – 2021) – Kristina lives in Berlin and works closely with Joe Friel as Project Manager with the Yalla Co-Operative and supports the Yalla team who are either working under extremely difficult circumstances in Gaza or working remotely in various places around Europe. (<https://www.linkedin.com/in/kristina-jaggard/>)
- Oliver Smith-Wellnitz (2019 – 2020) – Oliver continues his work as a Full Stack Developer at Elm as well as being a Drag Performer in his alter ego Aubrey Wodonga. He now lives in Berlin. (<https://uk.linkedin.com/in/oliver-sw>) (<https://www.aubreywodonga.com/>).
- Hannah Stewart (2022 – 2023) – Hannah works with the Ellen MacArthur Foundation (EMF) on the Isle of Wight as Scrum Master and Web Developer. Hannah works with Anni Rowland-Campbell to develop the Brave Conversations material and delivery for both Founders and Coders and around the world. (<https://www.linkedin.com/in/hannah-stewart-2a399913b/>)

### Newspeak Scholarship (2024 – 2025 Financial Year)

On Wednesday 24<sup>th</sup> August, 2024, Louise Sibley and I interviewed two potential candidates for financial support whilst they undertake the Newspeak programme for 2024 – 2025.

We determined to award a Living Grant of £3,000 to Yung-Hsuan Wu who will undertake the Newspeak Political Technologies course (see <https://newspeak.house/residency>) as support to be a Non-Resident student for the first six months of his studies.

**Yung-Hsuan Wu (2024 – 2025)** - Yung-Hsuan Wu is passionate about examining the impact of technologies on society and humanity and has a Bachelor of Social Sciences from The University of Hong Kong (HKU) and a Master of International Affairs from The Geneva Graduate Institute. He has undertaken numerous research projects in the area of Artificial Intelligence and Governance and plans to either work in the technology space in the United Kingdom or pursue further studies. (<https://www.linkedin.com/in/yung-hsuan-wu/>)

### Updates on our Founder Fellows:

- Jo Kerr (2018 – 2019) now lives in Glasgow and has taken up the role of CEO of Verture (the climate resilience charity -<https://verture.org.uk/> and <https://www.linkedin.com/in/jokerrjokerr/>).
- Dr Ardavan Afshar – (<https://intersticia.org/fellows/ardavan-afshar/>) - Ardavan completed his PhD in Number Theory at University College London in 2020, and then spent two years in Stockholm as a postdoctoral research fellow at KTH. He undertook the residential programme at Newspeak House's London College of Political Technology in 2023, while also teaching at King's College London. In 2023 Ardavan undertook and completed the Founders and Coders Machine Learning Apprenticeship and taught and supported later cohorts through primary research and teaching. He now works with the Oak Foundation (<https://oakfnd.org/>).
- Ella Shroup – (2023 – 2024) (<https://intersticia.org/fellows/ella-shoup/>) completed her Masters in Public Administration in Digital Technology Policy at University College London's Science, Technology, Engineering, and Public Policy Department and then became a Newspeak Fellow in 2023 and in March 2024 began working with Holistic



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AI in the role of AI Policy Associate and as a Researcher at the AI Civic Observatory. In December 2024 Ella joined GlaxoSmithKline as an AI Policy Analyst (<https://www.linkedin.com/in/ella-m-s-8581b0128/>).

### Creative Scholarship (2024 – 2025 Financial Year)

In 2024 – 2025 we continued to support Ahmed Elqattawi as he completed his Fulbright Scholarship funded by the U.S. Department of State, USA. MA in Curriculum and Instruction at Northern Illinois University, DeKalb City, Illinois State, USA.

**Ahmed Elqattawi** – (2023 – 2025) ([https://intersticia.org/\\_fellows/ahmed-elqattawi/](https://intersticia.org/_fellows/ahmed-elqattawi/))

Intersticia continued its support of Ahmed with funding of \$6,000 (USD) paid in the 2024 – 2025 Financial Year towards his living expenses.

1. Initial payment	\$1,000 July 2023
2. Second payment	\$3,000 August 2023
3. Third payment	\$3,000 July 2024
4. Fourth payment	\$3,000 March 2025

Ahmed's commitment is to:

- To support and contribute to the growing network of Intersticia Fellows and the work of Intersticia globally
- To attend Intersticia events where possible
- To contribute at least one blog post to the Intersticia website with reflections on key learnings from his Creative Scholarship opportunity

Ahmed completed his Masters Degree in May 2025 and in June 2025 applied for Political Asylum in the United States. He is now awaiting the results of his application and receiving support from his local community. We continue to monitor Ahmed's progress and remain ready to provide additional assistance should this be necessary.

**Veronica Gargallo-Llamas** – (2021, 2024) – (<https://www.intersticia.org/community/veronica-g-llamas>)

In 2021 the Intersticia Foundation supported Veronica with her living expenses at Goodenough College and in 2024 Intersticia UK followed this by supporting Veronica to attend the 2024 Leicester Conference.

**Troy Russell** – (2023 – 2024) – ([https://intersticia.org/\\_fellows/troy-russell/](https://intersticia.org/_fellows/troy-russell/))

In 2024 – 2025 the Intersticia Foundation Australia continued this work by supporting the work of Biripi and Gamillaroi musician [Troy Russell](#) through [5Eliza Street](#), the School of Creative Arts in Newtown, Sydney. In January 2024 Troy began the development of new experimental creative work which aims to create a virtual creative experience that brings together music, dance and story in a way that "*could combine bleeding-edge technologies, physical stagecraft techniques, interactive experience design, and thematic worldbuilding executed at a level not yet achieved by existing immersive theatres.*" The experience is based upon Indigenous storytelling and imagery, combined with dance and the project "Songlines Through Cyberspace" was launched at 5Eliza Street on 25<sup>th</sup> March, 2024. In (<https://www.linkedin.com/in/troy-russell-2500293a/>). In May 2025 Troy and colleague Adam Nash worked with the Centre for Transformative Media at Swinburne University in Melbourne to explore motion capture (MoCap) technology and its potential applications for the project. A write up of the launch of the project can be found at <https://www.intersticia.org/blog/immersive-story-world-building>.

### Updates on our previous Creative Fellows:

- Kate Mulvany (2018 – 2019) – Kate is an established actor on both stage and screen ([https://en.wikipedia.org/wiki/Kate\\_Mulvany](https://en.wikipedia.org/wiki/Kate_Mulvany)) and was awarded the Medal of the Order of Australia (OAM) in the 2020 Australia Day Honours for "service to the performing arts".



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- Teresa Jakovich (2017) – Teresa is an avid arts educator and writes curriculum based resources for several companies, including Bell, Shakespeare Barking Gecko and the Perth Festival, and is currently a lecturer at Edith Cowan University as well as a Director/Arts Educator and Resident Artist with Bell Shakespeare (<https://au.linkedin.com/in/teresa-jakovich-4681b5b0>).
- Jess Chambers (2019) – Jess works as a Voice Coach around Australia in both theatrical as well as corporate environments.
- Ahmed Elquattawi (2021 – 2024) (<https://www.linkedin.com/in/ahmedelqattawi1/>)
- Troy Russell (2023 – 2024) – (<https://intersticia.org/fellows/troy-russell/>)

#### **Fellowship Development**

There are three key elements of the work we do with our Intersticia Fellows in order to support their leadership development. These include:

- Intersticia Community events
- Intersticia Retreats
- The Tavistock Institute Leicester Conference

Following on from our 2023 Intersticia Retreat we determined to utilise the skills of Jess Chambers who created a 4 week Voice Coaching programme for Intersticia Fellows, Board Members and Advisors delivered in London from Monday 12<sup>th</sup> February, 2024 to Friday March 8<sup>th</sup>, 2024. Eight of the Intersticia community participated in these sessions and the plan is to repeat the programme again in future years.

In addition to the core Intersticia work whilst she was in London Jess held a group session for the staff of Founders and Coders, and an online session for the Yalla Community.

**Jess Chambers** – (2019, 2024) ([https://intersticia.org/\\_fellows/jess-chambers/](https://intersticia.org/_fellows/jess-chambers/))

Intersticia Community Events were held throughout the 2024 – 2025 Financial Year:

- Meetings with Intersticia Fellows around the world: Nick Byrne in Paris and Margaret River; Erla Arnalds in Iceland and London; Teresa Jakovich in Perth; Jess Chambers in Canberra; Ignacio di Solhemniac in Chile; Sergio Camacho Iannini and Juan Pablo Castilla in Bogota; Osheen Arora in Dubai; Britta Gustavson in Vancouver; Kristina Jaggard in Berlin.
- Meetings and workshop with the team of the Yalla Co-Operative in Istanbul, October 2024.
- Regular one-on-one catch ups were held either in person or online during the year with: Erla Arnalds, Yuhui Li, Joe Friel, Ahmed Elqattawi, Abeer Abu Ghaith, Kristina Jaggard, Marco Valerio, Oliver Smith-Wellnitz, Berivan Esen, Nick Byrne, Amira Shahla, Philip Hayton, Marianne Darre, Hannah Stewart, Ella Shoup.
- Meetings with Sam Crock and Jess Chambers – Canberra, 22<sup>nd</sup> April, 2024.
- Founders and Coders Board Meetings – monthly either via Zoom or Face to Face in London
- Regular meetings with Ed Saperia, Newspeak House – either via Zoom or Face to Face in London. These were particularly interesting given the work that Newspeak was doing at the time on-boarding new Members of the UK Parliament in Westminster following the General Election of July, 2024.
- Intersticia Dinner – Sean McDiarmid, Erla Arnalds – 8<sup>th</sup> May, 2024
- Intersticia Dinner – Sergio Mutis, Ella Shroup, Abeer Abu Ghaith – 6<sup>th</sup> June, 2024
- Intersticia Dinner – 13<sup>th</sup> October, 2024 – 12 Fellows attended
- Intersticia Christmas event at Hoxton Hall and Christmas lunch – Sunday 22<sup>nd</sup> December, 2024
- Dinner Minh Nguyen and Yung-Hsuan Wu – 28<sup>th</sup> December, 2024

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### Intersticia Mini-Retreat 2025

A 'mini-Retreat' was held at Dingley Place, Founders and Coders on Saturday 21<sup>st</sup> July, 2025 which 15 Fellows attended together with Dan Sofer of Founders and Coders and Advisor Dr Philip Hayton. The day was facilitated by Samantha Crock and Marianne Darre and proved to be a much-needed opportunity to reconnect the community, to begin some work on a new psychological tool being developed by Dr Hayton, and to prepare for the next full Retreat planned for 2026.

### Intersticia Retreat 2026

Plans for Intersticia's fifth Retreat to be held in September / October 2026 have commenced and Board Trustees Berivan Esen and Samantha Campbell have taken the lead in the organisation to be assisted by Jacquie Crock. The facilitation will be undertaken by Anni Rowland-Campbell, Samantha Crock and Marianne Darre supported by Dan Sofer and Philip Hayton.

### Leicester Conference 2024 and 2025

A core element of Intersticia's philosophy with regard to leadership development is the ability to more effectively work with and understand Group Dynamics and working with Teams. Since 2018 we have sent two of our community to the Tavistock Institute's Leicester Conference (see <https://www.tavistock.org/what-we-offer/professional-development/leicester-conference/>).

In 2024 we sent Hannah Stewart and Veronica Gargallo-Llamas as Members of the Conference. Marco Valerio also attended working as Co-Ordinator on the Tavistock Staff of the conference.

In 2025 we sent Sean McDiarmid and he was accompanied by Lisa Kohler from the University of Stuttgart.

### Intersticia Directors and Advisors

The work of Intersticia is dependent on the Directors and Advisors who willingly give their time, experience and knowledge to work with our Fellows and Scholars. Each comes with their own area of expertise:

- Nick Byrne – see above
- Sam Campbell – Sam is a Theatre Producer currently working as Theatre Administrator at Hoxton Hall (<https://uk.linkedin.com/in/sam-campbell-489890172>)
- Locky Campbell – Lock completed his studies at the Abbey Road Institute London in 2021 and has since applied his training in Music Production and Sound Engineering to his own music production. His artist name is Lake Crook Mouth (<https://www.youtube.com/channel/UC3CTM5ghdlq96UNbQSV85tg>)
- Zöe Cobden-Jewitt – Zöe is Director of Development with Musica Viva Australia and has recently been awarded a place on the 2023 Oxford Cultural Leaders Programme (<https://au.linkedin.com/in/zo%C3%AB-cobden-jewitt-1330b88>)
- Sam Crock – Sam is Director of Changeable Consulting (<https://au.linkedin.com/in/sam-crock-a8ab20ba>)
- Marianne Darre – Marianne is a Leadership Coach working with the Norwegian Business School (AFF) and predominantly with the Solstrand Leadership Programme (<https://aff.no/medarbeidere/marianne-darre/>)
- Berivan Esen – see above
- Dr Philip Hayton – Philip is a Clinical Psychologist with a practice specialising in Leadership Development (<https://uk.linkedin.com/in/drhayton>)
- Louise Sibley – Louise is a former Corporate Communications Director with large multinational companies (<https://intersticia.org/members/louise-sibley/>)
- Dan Sofer – Dan is Executive Director of Founders and Coders UK (<https://uk.linkedin.com/in/dsofer>)
- James Willis – James is Director of Total Clarity Group (<https://totalclaritygroup.com.au/who-we-are/>)

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### Related parties and relationships with other organisations

#### Working with Partner Organisations – Digital Leadership

##### Newspeak House

In 2024 – 2025 we had our fourth Newspeak Fellow and it has enabled us to continue working closely with the London College of Political Technology, particularly through assisting with the monitoring of the Fellowship activities and curriculum.

##### Founders and Coders (<https://www.foundersandcoders.com/>)

Founded in 2015, Founders and Coders was one of the UK's first coding bootcamps—and the first one launched as a non-profit. From the start, our mission has been to widen access to the digital sector.

Intersticia has been working with Founders and Coders since we supported the “Tech for Better Founders” programme in 2018 (<https://intersticia.org/initiatives/founders-coders/>). Throughout 2024 – 2025 we continued to develop the Web Science – Social Machine course to incorporate aspects of Web Science into the Founders and Coders core curriculum. This builds on the work we have now done with Founders and Coders since delivering our first FAC Web Science courses in 2018 and our 2023 Founder, Hannah Stewart, has been instrumental in developing the course.

Hannah Stewart and Anni Rowland-Campbell co-facilitated two half-day modules as an integral component of the Apprenticeship Curriculum for Founders and Coders Cohort 29:

- Thursday 4<sup>th</sup> July, 2024 – Introduction to the Social Machine
- Thursday 11<sup>th</sup> July, 2024 – Artificial Intelligence, Governance and the Social Machine

For FAC 30 and 31 we delivered a full day workshop on Thursday 17<sup>th</sup> July, 2025.

##### The Yalla Co-Operative

Intersticia began working with Yalla when it was founded in 2019 by two members from the first Founders cohort (Joe Friel, Simon Dupree) together with one from Gaza Sky Geeks (Ramy Al Shufara) (see <https://www.yallacooperative.com/story-and-team>). Yalla operates between London, Berlin and Gaza and aims to help non-profits and impact-driven businesses drive positive social change in the Tech Sphere. Since then we have supported the first Yalla Apprenticeship Programme in partnership with Founders and Coders, Gaza Sky Geeks (GSG) and Yalla (<https://intersticia.org/the-yalla-apprenticeship-programme/>). In 2024 – 2025 we continue to support Yalla through the provision of Coaching and Mentoring, and in 2023 Intersticia engaged Yalla to redesign and redevelop the Intersticia Foundation, Intersticia UK and Brave Conversations websites which were launched in the Summer of 2024. In October 2024 Intersticia supported the Yalla Members by helping them with work space in Istanbul.

##### Web Science Trust UK (<https://webscience.org/>)

Intersticia has been working with the Web Science Trust since Anni Rowland-Campbell met Professor Dame Wendy Hall in 2012 and became a Trustee in 2016. Brave Conversations, which was created in 2017, continues to be held as a joint event and in 2024 was held as an integral component of the 2024 Web Science Conference in Stuttgart (see <https://websci24.org/>). These events are primarily aimed at the general public and people from all walks of life and held as public forums to educate and empower individuals to become more conversant, confident and responsible in how they use emerging (digital) technologies (see below).

## Intersticia UK

### Trustees' annual report for the year ended 28 February 2025

Intersticia continues to work with the Web Science Trust and seek linkages around the world. One of these is to begin to research schools active in areas which are complementary to Web Science but expanding out to areas of the political economy and complexity science (see [https://en.wikipedia.org/wiki/Complexity\\_theory](https://en.wikipedia.org/wiki/Complexity_theory)). To begin to explore this Anni Rowland-Campbell attended The Complexity Global School for Emerging Political Economies in Bogota, Colombia, in July 2024 at the invitation of Intersticia Fellow Juan Pablo Castilla (see <https://www.santafe.edu/info/2024-complexity-global-school/overview>). A write up of this event can be found at <https://www.intersticia.org/blog/21st-century-complexity>.

There is now an emerging partnership between the Web Science Trust, the Digital Enlightenment Forum (<https://www.digitalenlightenment.org/>) and the Digital Humanism Initiative (<https://caiml.org/dighum/>) together with the People Centered Internet (<https://peoplecentered.net/>). The first joint event was conducted at the Royal Society on 15<sup>th</sup> July, 2024 and Intersticia was represented by Anni Rowland-Campbell and Hannah Stewart (see <https://www.youtube.com/watch?v=ltF5uWB9Wg0>). A write up of this event can be found at <https://www.intersticia.org/blog/buckle-up-weve-only-just-begun>.

#### **Public Events – Brave Conversations (<https://braveconversations.org/>)**

Brave Conversations was developed in partnership with the Web Science Trust to bring Web Science to the public realm and has been held around the world. In 2024 – 2025 we held a number of events.

#### **Brave Conversations Stuttgart 2024 - <https://braveconversations.org/stuttgart2024/>**

As a part of the 2024 ACM Web Science Conference Hannah Stewart and I facilitated our first German Brave Conversations event on Tuesday 21<sup>st</sup> May, 2024. 12 people attended from a range of disciplines and backgrounds, some academics who were attending the conference, but also others who had found out about the event through the City of Stuttgart and Stuttgart University.

On Wednesday 22<sup>nd</sup> May, 2024 Intersticia Fellow Hannah Stewart and I ran a second Brave Conversations event, specifically designed for University of Stuttgart School for Talents (see <https://www.project.uni-stuttgart.de/school-for-talents/>). This group of wonderfully talented young people demonstrated the value of Brave Conversations to young people and it is our hope to do more of these events in partnership with similar organisations.

Feedback from the Leader of the Programme Lisa Kohler was:

*Our teams had a very productive meeting during which we discussed the potential of future collaborations between IRIS and School for Talents. The most important take-away for now is that we all 100% agree that Brave Conversations is a wonderful format that deserves a bigger audience. Before the summer break, our talents filled out this year's interim survey, and Hannah and you were listed as the absolute highlight of the program so far. Some student mentioned that the workshop gave them a sense of agency. Not only did they learn a lot, they also walked away with the feeling that there are ways to take back control, and opportunities to get involved into developing the internet of the future. These learning opportunities are all too rare, and so we'd love to take you up on your offer to conduct another round of Brave Conversations in Stuttgart – and to "train" us to continue the format under your guidance and with your support.*

See write ups of both the Web Science Conference and Brave Conversations at <https://intersticia.org/websci24-and-the-emerging-agent-society/> and <https://www.intersticia.org/blog/brave-conversations-stuttgart-2024>.

Following on from these events Hannah Stewart and I returned to Stuttgart to facilitate a training workshop for the staff of the University of Stuttgart School for Talents on Tuesday 10<sup>th</sup> December, 2024. Since then they have held a number of Brave Conversations events in Germany themselves, and in July 2025 we returned to hold another public event.

# Intersticia UK

## Trustees' annual report for the year ended 28 February 2025

**Brave Conversations Stuttgart 2025** – <https://www.braveconversations.org/event/stuttgart-2025>

The University of Stuttgart School for Talents hosted a two-day event for its students and members of the public at the University on Friday 4<sup>th</sup> and Saturday 5<sup>th</sup> July, 2025. The first day consisted of a focused workshop linking the work of Brave Conversations with the School for Talents programme and 25 students attended which was facilitated by former Gaza Sky Geeks Program Lead Ghada Ibrahim (<https://www.linkedin.com/in/ghada-m-ibrahim-247a7486/>). The second day consisted of a full Brave Conversations attended by 47 people from the city of Stuttgart including students and members of the public. It was wonderful to be taking this programme to Germany and to be supported by Ghada who wrote this piece about the two days - <https://www.intersticia.org/blog/brave-conversations-25-trust-ai-the-power-of-asking-better-questions>.

Ghada is now working closely with Hannah and myself to organise the Brave Conversations material so that others can deliver the programme and we can continue to develop it. Our next Brave Conversations events will be held in Colombo, Sri Lanka at the University of Moratuwa (UoM) on Monday 10<sup>th</sup> November, 2025, and the University of Colombo School of Computing on Tuesday 11<sup>th</sup> November, 2025. Web Science Trust Member Assistant Professor Oshani Seneviratne, Deputy Director, Web Science Trust Network Labs and Assistant Professor in Computer Science, Rensselaer Polytechnic Institute, Troy, NY, USA, will be co-facilitating these events.

Brave Conversations will also be held as an integral part of the 2026 Web Science Conference to be held in Brunswick, Lower Saxony, Germany, in May 2026 (<https://websci26.org/>).

### **Related party transactions and trustee expenses**

Related party transactions and trustee expenses are described in Note 8 to the accounts.

### **Financial review**

The charity received £40,000 (2024: £73,500) in donations and £726 in investment income (2024: £784) during the period plus other income of £1,769 (2024: £Nil). It paid out grants and bursaries of £35,896 (2024: £46,486), and funded event costs totalling £1,910 (2024: £19,775). Income and expenditure performed as budgeted for the year 2024-2025.

The total unrestricted income for the year consisted of £42,495 (2024: £59,284), and the total unrestricted expenditure was £38,860 (2024: £62,047), leaving a surplus of £4,824 (2024: deficit of £3,915).

Total restricted income for the year was £Nil (2024: £15,000), the total restricted expenditure was £3,190 (2024: £11,310), leaving a deficit of £3,190 (2024: surplus of £3,690).

At the end of the year the charity's funds consisted of unrestricted funds of £20,373 (2024: £15,549) and restricted funds of £500 (2024: £3,690).

### **Reserves policy**

The charity has no fixed overhead costs. It is not currently judged necessary to hold a specific level of reserves.

### **Structure, governance and management**

The organisation is a charitable company limited by guarantee, incorporated on 2nd February 2018 and registered as a charity on 7th January 2019.

The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.

## Intersticia UK

### Trustees' annual report for the year ended 28 February 2025

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 28 February 2025 was 5 (2024: 5). The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in a note to the accounts.

Trustees are recruited and appointed by the existing trustees.

Formal Meetings of the company were held on 12<sup>th</sup> July, 2024 and on 16<sup>th</sup> July, 2025. Informal meetings have been held with Trustees throughout the year.

Trustees are in regular communication concerning the charity and its activities. When decisions are required short term communications are held online.

One key policy of the charity is to ensure that our Fellows have the opportunity to develop experience of governance and board management, and hence our aim is to have one Fellow serving as a Director of the company and as trustee of the charity.

Accordingly Berivan Esen was appointed a Director of Intersticia UK on 1<sup>st</sup> September, 2020 and Nick Byrne appointed as a member of the Intersticia Foundation Australia Board on 20<sup>th</sup> April, 2021.

Advisors to the Charity are Dan Sofer (CEO Founders and Coders, <https://intersticia.org/members/dan-sofer/>), Marianne Darre (Senior Consultant AFF and Solstrand Programme, Norway, <https://intersticia.org/members/marianne-darre/>), and Philip Hayton (Organisational and Developmental Psychologist, <https://intersticia.org/members/philip-hayton/>).

Each of these individuals contributes their time, experience and energy to working with the Intersticia Fellows and our broader programmes.

**Intersticia UK**  
**Trustees' annual report for the year ended 28 February 2025**

**Statement of responsibilities of the trustees**

The trustees (who are also directors of Intersticia UK for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable group and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime of the Companies Act 2006.

The trustees' annual report has been approved by the trustees on 12 / 11 / 2025 and signed on their behalf by



Ann Rowland-Campbell  
Director



# **Independent examiner's report to the trustees of Intersticia UK for the year ended 28<sup>th</sup> February 2025**

I report on the accounts of the charity for the year ended 28th February 2025 set out on pages 16 to 24 .

## **Respective responsibilities of trustees and examiner**

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

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention.

## **Basis of independent examiner's 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 examiner's statement**

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that, in any material respect, the requirements:
  - to keep accounting records in accordance with section 130 of the Charities Act; and
  - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Acthave not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Patrick Morrello ACA  
Third Sector Accountancy Limited  
Holyoake House  
Hanover Street  
Manchester  
M60 0AS

Date: 12 / 11 / 2025

Intersticia UK  
Statement of Financial Activities  
(including Income and Expenditure account)  
for the year ended 28 February 2025

	Note	Unrestricted funds £	Restricted funds £	Total 2025 £	<i>Unrestricted funds £</i>	<i>Restricted funds £</i>	Total 2024 £
<b>Income from:</b>							
Donations and legacies	3	40,000	-	40,000	58,500	15,000	73,500
Investments	4	726	-	726	784	-	784
Other		1,769	-	1,769			
<b>Total income</b>		<b>42,495</b>	<b>-</b>	<b>42,495</b>	<b>59,284</b>	<b>15,000</b>	<b>74,284</b>
<b>Expenditure on:</b>							
Raising funds	5	234	-	234	236	-	236
Charitable activities	6	38,426	3,190	41,616	61,811	11,310	73,121
<b>Total expenditure</b>		<b>38,660</b>	<b>3,190</b>	<b>41,850</b>	<b>62,047</b>	<b>11,310</b>	<b>73,357</b>
Net gains/(losses) on investments		989	-	989	(1,152)	-	(1,152)
<b>Net income/(expenditure) for the year</b>	7	<b>4,824</b>	<b>(3,190)</b>	<b>1,634</b>	<b>(3,915)</b>	<b>3,690</b>	<b>(225)</b>
<b>Net movement in funds for the year</b>		<b>4,824</b>	<b>(3,190)</b>	<b>1,634</b>	<b>(3,915)</b>	<b>3,690</b>	<b>(225)</b>
<b>Reconciliation of funds</b>							
Total funds brought forward		15,549	3,690	19,239	19,464	-	19,464
<b>Total funds carried forward</b>		<b>20,373</b>	<b>500</b>	<b>20,873</b>	<b>15,549</b>	<b>3,690</b>	<b>19,239</b>

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

Intersticia UK  
Company number 11185197  
Balance sheet as at 28 February 2025

	Note	2025	2024
		£	£
<b>Fixed assets</b>			
Investments	10	19,691	18,936
<b>Total fixed assets</b>		<b>19,691</b>	<b>18,936</b>
<b>Current assets</b>			
Debtors	11	62	68
Cash at bank and in hand	12	2,551	3,435
<b>Total current assets</b>		<b>2,613</b>	<b>3,503</b>
<b>Liabilities</b>			
Creditors: amounts falling due in less than one year	13	(1,431)	(3,200)
<b>Net current assets</b>		<b>1,182</b>	<b>303</b>
<b>Total assets less current liabilities</b>		<b>20,873</b>	<b>19,239</b>
<b>Net assets</b>		<b>20,873</b>	<b>19,239</b>
<b>The funds of the charity:</b>			
Restricted income funds	14	500	3,690
Unrestricted income funds	15	20,373	15,549
<b>Total charity funds</b>		<b>20,873</b>	<b>19,239</b>

For the year in question, the company was entitled to exemption from an audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006,
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts are prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The notes on pages 18 to 24 form part of these accounts.

12 / 11 / 2025

Approved by the trustees on ..... and signed on their behalf by:



Ann Rowland-Campbell, Trustee

Notes to the accounts for the year ended 28 February 2025

**1 Accounting policies**

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

**a Basis of preparation**

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019 - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Intersticia UK meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £ sterling.

**b Judgments and estimates**

The trustees have made no key judgments which have a significant effect on the accounts.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

**c Preparation of the accounts on a going concern basis**

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

**d Income**

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Notes to the accounts for the year ended 28 February 2025 (continued)

**e Fund accounting**

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

**f Expenditure and irrecoverable VAT**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the costs of investment management and their associated support costs.
- Expenditure on charitable activities includes the costs of scholarships and bursaries, and events undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

**g Fixed asset investments**

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

The Charity does not acquire put options, derivatives or other complex financial instruments.

The main form of financial risk faced by the charity is that of volatility in equity markets and investment markets due to wider economic conditions, the attitude of investors to investment risk, and changes in sentiment concerning equities and within particular sectors or sub sectors.

**h Debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**i Cash at bank and in hand**

Cash at bank and cash in hand includes cash and funds held in the charity's current account.

Notes to the accounts for the year ended 28 February 2025 (continued)

**j Creditors and provisions**

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

**2 Legal status of the charity**

The charity is a company limited by guarantee registered in England and Wales and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The registered office address is disclosed on page 1.

Notes to the accounts for the year ended 28 February 2025 (continued)

**3 Income from donations and legacies**

	2025 £	2024 £
Unrestricted donations	40,000	58,500
Restricted donations	-	15,000
<b>Total</b>	<b>40,000</b>	<b>73,500</b>

**4 Investment income**

	2025 £	2024 £
Dividends received - unrestricted	726	784

**5 Cost of raising funds**

	2025 £	2024 £
Investment management costs	234	236

**6 Analysis of expenditure on charitable activities**

	2025 £	2024 £
Scholarships, bursaries & charitable donations	35,896	46,486
Event costs	1,901	19,775
Office overheads	304	4,670
Legal and professional fees	1,710	330
Accountancy	1,615	1,530
Travel	190	330
	<b>41,616</b>	<b>73,121</b>
Restricted expenditure	3,190	11,310
Unrestricted expenditure	38,426	61,811
	<b>41,616</b>	<b>73,121</b>

**Scholarships and bursaries, charitable donations**

During the year the charity made the following awards:

Scholarships and bursaries to individuals	32,706	35,176
Charitable donations to the following organisations:		
Doing it Good Ltd - MP Office project	3,190	11,310
	<b>35,896</b>	<b>46,486</b>



Notes to the accounts for the year ended 28 February 2025 (continued)

**7 Net income/(expenditure) for the year**

This is stated after charging/(crediting):	2025 £	2024 £
Independent examiners fee	1,392	1,530

**8 Trustee remuneration and expenses, and related party transactions**

No trustee nor any persons connected with them received any remuneration during the year (2024: Nil).

One trustee received travel and subsistence expenses of £53 during the year (2024: £NIL).

Aggregate donations from related parties were £40,000 (2024: £58,500).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2024: nil).

**9 Corporation tax**

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

**10 Investments**

	2025 £	2024 £
Market value at the start of the year	18,607	19,857
Add: additions to investments at cost	1,651	2,232
Disposals at carrying value	(2,315)	(2,331)
Add net gain/(loss) on revaluation	989	(1,152)
Market value at the end of the year	18,932	18,607
Cash held by investment broker pending reinvestment	759	329
	19,691	18,936
Investments at fair value comprised:		
Equities	11,463	10,668
Fixed interest securities	7,469	7,939
Cash held within the investment portfolio	759	329
	19,691	18,936

Investments are all carried at fair value and are all traded in quoted public markets.

Notes to the accounts for the year ended 28 February 2025 (continued)

**11 Debtors**

	2025 £	2024 £
Prepayments and accrued income	62	68
	<u>62</u>	<u>68</u>

**12 Cash at bank and in hand**

	2025 £	2024 £
Cash at bank and on hand	2,551	3,435
	<u>2,551</u>	<u>3,435</u>

**13 Creditors: amounts falling due within one year**

	2025 £	2024 £
Other creditors and accruals	1,431	3,200
	<u>1,431</u>	<u>3,200</u>

**14 Analysis of movements in restricted funds**

	Balance at 1 March 2024 £	Income £	Expenditure £	Transfers £	Balance at 28 February 2025 £
MP Office Project	3,690	-	(3,190)	-	500
Total	<u>3,690</u>	<u>-</u>	<u>(3,190)</u>	<u>-</u>	<u>500</u>

**Comparative period**

	Balance at 1 March 2023 £	Income £	Expenditure £	Transfers £	Balance at 29 February 2024 £
MP Office Project	-	15,000	(11,310)	-	3,690
Total	<u>-</u>	<u>15,000</u>	<u>(11,310)</u>	<u>-</u>	<u>3,690</u>

**Name of  
restricted fund**

**Description, nature and purposes of the fund**

MP Office Project      Developing best practice in setting up MP's offices and assisting new MPs.

Notes to the accounts for the year ended 28 February 2025 (continued)

**15 Analysis of movement in unrestricted funds**

	Balance at 1 March 2024 £	Income £	Expenditure £	Gains on investments £	As at 28 February 2025 £
General fund	15,549	42,495	(38,660)	989	20,373
	<u>15,549</u>	<u>42,495</u>	<u>(38,660)</u>	<u>989</u>	<u>20,373</u>
<b>Comparative period</b>					
	Balance at 1 March 2023 £	Income £	Expenditure £	Gains on investments £	As at 29 February 2024 £
General fund	19,464	59,284	(62,047)	(1,152)	15,549
	<u>19,464</u>	<u>59,284</u>	<u>(62,047)</u>	<u>(1,152)</u>	<u>15,549</u>

Name of unrestricted fund	Description, nature and purposes of the fund
General fund	The free reserves after allowing for all designated funds

**16 Analysis of net assets between funds**

	General fund £	Designated funds £	Restricted funds £	Total 2025 £
Fixed asset investments	19,691	-	-	19,691
Net current assets/(liabilities)	682	-	500	1,182
	<u>20,373</u>	<u>-</u>	<u>500</u>	<u>20,873</u>
<b>Comparative period</b>				
	General fund £	Designated funds £	Restricted funds £	Total 2024 £
Fixed asset investments	18,936	-	-	18,936
Net current assets/(liabilities)	(3,387)	-	3,690	303
	<u>15,549</u>	<u>-</u>	<u>3,690</u>	<u>19,239</u>