



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 1 January 2024 Period start date To 31 December 2024 Period end date

Charity name: The Telos Foundation

Charity registration number: 1183271

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	<p>The Charity's objects ("the Objects")</p> <p>a.To advance education and research for charity leaders to enable charities to sustain their services into the future in subjects relating to leadership</p> <p>b.To make grants and donations to charities chosen by the trustees that are specifically recognised for their ability to design and deliver training programmes to develop the individual capabilities, competencies and understanding of future strategic leaders, to enable charities to sustain their success over the long term; and</p> <p>c.To make grants and donations to charities chosen by the trustees that are specifically recognised for their ability to design, conduct and publish research to add to the collective knowledge of an approach to the leadership of organisations, that creates benefit for stakeholders and society through a focus on purpose, values, relationships and the long term.</p>
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	<p>Provided bursaries to individual charity leaders to attend Windsor Leadership programmes.</p> <p>Each Bursary holder provides a reflective statement of their experience and particularly the impact their learning has created in their charity for the public benefit.</p>
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	<p>The trustees have close regard to the guidance issued by the Charity Commission on public benefit.</p>

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	Grant-making Policy The purpose of this policy is to set out the principles, criteria and processes that govern how The Telos Foundation makes grants across all fund types and the Foundation's domestic priorities. A grant is defined as a financial award made by the Foundation from its funds to support charitable activities by registered charities. Under the terms of the constitution, the Board of Trustees will apply funds to the "Objects of The Telos Foundation" Grant Making Criteria The aim of the grant-making criteria is to provide clear information from the Board of Trustees to those individuals and organisations who apply for grants and to whom grants are made. Clear guidance on criteria for applications from individuals and groups is a part of this policy. The Trustees may review these criteria from time to time and, if necessary, amend or update them. Grant requests which the Board of Trustees will normally support are: <ul style="list-style-type: none">▪ Organisations nominated by the Trustees▪ Current or potential charity leaders▪ Support research to enable a charity to be sustainable▪ Enhance the potential to achieve long-term sustainable outcome. Grants will not normally be made retrospectively.
Policy on social investment including program related investment	Para 1.38	N/A
Contribution made by volunteers	Para 1.38	N/A
Other		

Achievements and Performance

	SO RP refer enc e																									
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para a 1.20	The main achievement has been to sponsor three individuals from quite different charities to attend Windsor Leadership programmes. These individuals would not have been able to attend the 'Emerging Strategic Leaders' and other leadership programmes if The Telos Foundation had not provided these bursaries.																								
		List of Beneficiaries 2024																								
		<table><tr><th>Name</th><th>Role</th><th>Organisation</th><th>Programme</th></tr><tr><td>Beth Nicholson</td><td>Senior Philanthropy Manager</td><td>The Trussell Trust and Warwickshire Wildlife Trust</td><td>Emerging Strategic Leaders 2024</td></tr><tr><td>Susie Doyle</td><td>Chief of Staff</td><td>The Auckland Project</td><td>Women in Leadership Programme 2024</td></tr><tr><td>Dr Aigbokhai Henry Ohiwerei</td><td>GP & Trustee Board member</td><td>The Namu Project</td><td>Emerging Strategic Leaders 2024</td></tr><tr><td>Dr Helen McColl</td><td>National Director of Clinical Services</td><td>Freedom from Torture</td><td>Developing Leaders Programme 2024</td></tr><tr><td>Niki Michael</td><td>CEO</td><td>Playskill</td><td>Developing Leaders Programme 2024</td></tr></table>	Name	Role	Organisation	Programme	Beth Nicholson	Senior Philanthropy Manager	The Trussell Trust and Warwickshire Wildlife Trust	Emerging Strategic Leaders 2024	Susie Doyle	Chief of Staff	The Auckland Project	Women in Leadership Programme 2024	Dr Aigbokhai Henry Ohiwerei	GP & Trustee Board member	The Namu Project	Emerging Strategic Leaders 2024	Dr Helen McColl	National Director of Clinical Services	Freedom from Torture	Developing Leaders Programme 2024	Niki Michael	CEO	Playskill	Developing Leaders Programme 2024
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		Dr Helen McColl	National Director of Clinical Services	Freedom from Torture	Developing Leaders Programme 2024																					
Niki Michael	CEO	Playskill	Developing Leaders Programme 2024																							

Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	Our objective is to utilise all our funds to provide 3-5 bursaries per year. This was achieved in 2024.
Performance of fundraising activities against objectives	Para 1.41	N/A

set		
Investment performance against objectives	Para 1.41	N/A
Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	Contained in the report of the Annual Accounts 2024
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	
Amount of reserves held	Para 1.22	
Reasons for holding zero reserves	Para 1.22	
Details of fund materially in deficit	Para 1.24	
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	The Telos Foundation receives its funds from Telos Partners International Limited. Telos Partners International Limited invoices quarterly Telos Partners LLP. This, in return for their use of the intellectual property (IP), held by The Telos Foundation.
Investment policy and objectives including any social investment policy adopted	Para 1.46	N/A
A description of the principal risks facing the charity	Para 1.46	N/A
Other		

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	A deed of trust
How is the charity constituted? (e.g. unincorporated association, CIO)	Para 1.25	Limited Company, limited by guarantee
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	N/A

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	N/A
The charity's organisational structure and any wider network with which the charity works	Para 1.51	N/A
Relationship with any related parties	Para 1.51	N/A
Other		

Reference and Administrative details

Charity name	The Telos Foundation
Other name the charity uses	N/A
Registered charity number	1183271
Charity's principal address	Admiral House St Leonard's Road, Windsor Berkshire SL4 3BL

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Alan Davies	Chair		
2	Peter Ward			
3	Coralie Hooper			
4	Iain Cameron			
5	Sarah Wright			
6				
7				
8				
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

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

[illegible]

Name of trustees holding title to property belonging to the charity

[illegible]

Funds held as custodian trustees on behalf of others

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

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

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Exemptions from disclosure

Reason for non-disclosure of key personnel details

--

Other optional information



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Declarations

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

Signed on behalf of the charity's trustees

Signature(s)

	
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Full name(s)

Alan Davies	Jennifer Liska
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Position (e.g., Secretary,
Chair, etc)

Chair	Company Secretary
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Date

07/08/2025

THE TELOS FOUNDATION

FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31 DECEMBER 2024

THE TELOS FOUNDATION

LEGAL AND ADMINISTRATIVE INFORMATION

FOR THE YEAR ENDED 31 DECEMBER 2024

Trustees	Alan Davies Peter Ward Iain Cameron Sarah Wright Coralie Hooper
Charity Number	1183271
Company Number	06625059
Registered Office	Admiral House St Leonards Road Windsor SL4 3BL
Independent Examiner	Andrew Campbell FCCA Campbell Accountancy Limited Old Chapel, The Green Lower Boddington NN11 6YE

THE TELOS FOUNDATION

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Statement of Financial Activities

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THE TELOS FOUNDATION

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2024

The trustees present their annual report and financial statements for the year ended 31 December 2024 .

Trustees' report and financial statements

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 December 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Trustees

The trustees who served during the year and up to the date of signature of the financial statements were:

Alan Davies
Peter Ward
Iain Cameron
Sarah Wright
Coralie Hooper

Trustees' responsibilities statement

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

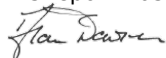
Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

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 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- 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 adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report was approved by the trustee and signed on its behalf by:



Alan Davies
Trustee

Date : 27 June 2025

THE TELOS FOUNDATION

INDEPENDENT EXAMINER'S REPORT

FOR THE YEAR ENDED 31 DECEMBER 2024

Independent Examiner's Report to the Trustees of The Telos Foundation

I report to the Charity Trustees on my examination of the accounts of the charity for the year ended 31 December 2024 which consists of the statement of financial activities, balance sheet and the related notes

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiners statement

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

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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.

Name: Andrew Campbell FCCA

Date: 27 June 2025

THE TELOS FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 DECEMBER 2024

Recommended categories by activity	Notes	Unrestricted funds £	Restricted income funds £	Total Funds 2024 £	Total Funds 2023 £
Income and endowments from:					
Donations and legacies	2	37,233	34,563	71,796	59,037
Total		37,233	34,563	71,796	59,037
Expenditure on:					
Raising funds	3	205	-	205	172
Charitable activities	4	40,894	34,563	75,457	74,075
Other	6	112	-	112	121
Total		41,211	34,563	75,774	74,368
Net income/(expenditure)		(3,978)	-	(3,978)	(15,331)
Net movement in funds		(3,978)	-	(3,978)	(15,331)
Reconciliation of funds:					
Total funds brought forward		3,983	50	4,033	19,364
Total funds carried forward		5	50	55	4,033

THE TELOS FOUNDATION

BALANCE SHEET

FOR THE YEAR ENDED 31 DECEMBER 2024

Recommended categories by activity	Notes	Total Funds 2024 £	Total Funds 2023 £
Fixed assets			
Investments	7	3	3
Total fixed assets		3	3
Current assets			
Cash at bank and in hand	8	55	4,033
Total current assets		55	4,033
Creditors: amounts falling due within one year	9	3	3
Net current assets/(liabilities)		52	4,030
Total net assets or liabilities		55	4,033
Funds of the Charity			
Unrestricted funds	10	5	3,983
Restricted income funds	10	50	50
Endowment funds	10	-	-
Total funds		55	4,033


For the year ended 31 December 2024 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476.

The trustees acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

These accounts have been prepared and delivered in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the trustees on 27 June 2025 and signed on its behalf by:



Alan Davies
Director

Date : 27 June 2025

THE TELOS FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

1. Accounting Policies

The principal accounting policies adopted by the Charity, which is a public benefit entity, in the preparation of the accounts are as follows.

1.1 Basis of preparation

These accounts have been prepared under the historical cost convention, as modified by the inclusion of charitable properties and fixed asset investments and investment properties at valuation.

These accounts 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)" (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

These accounts are presented in pounds sterling and rounded to the nearest pound.

1.2 Going concern

The Trustees have prepared financial projections, taking into consideration the current economic conditions and have, at the time of approving these accounts, a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus they continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Income from donations or grants

Income from donations and grants is recognised when the charity is entitled to the funds, the receipt is probable and the amount can be measured reliably. For donations, this is usually on receipt. For grants, this is usually when a formal order is made in writing. If a donation or grant contains terms and conditions outside of the charity's control which must be met before the charity is entitled to the funds, or if the donor specifies that the funds must be used in future time periods, then the income is deferred.

1.4 Tax reclaims on donations and gifts

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.

1.5 Expenditure

Expenditure is recognised when a present legal or constructive obligation exists at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefits will be required to settle the obligation, and the amount can be estimated reliably. It is inclusive of VAT which cannot be recovered.

Direct costs are those costs which directly attribute to its activities. Wages and salaries are allocated to direct costs based on an estimate of time spent on charitable activities by staff members.

Support costs include staff costs and are those which do not produce a direct output. Staff costs relate to specific activities and this is reflected in the allocation of payroll costs based on the percentage of time spent.

All costs, including governance costs, are allocated between the expenditure categories of the charity on a basis designed to reflect the use of the resource. Costs relating to a particular activity are charged directly; others are apportioned on an appropriate basis.

Support costs and overheads have been calculated by allocating staff time to the level of involvement in the various activities of the Charity.

1.6 Taxation

The organisation is a registered charity and has no liability to income tax or corporation tax on its charitable activities during the year.

1.7 Fund accounting

Unrestricted funds are those funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes.

2. Income from Donations and Legacies

Analysis	Unrestricted funds	Restricted income funds	Total funds 2024	Total funds 2023
	£	£	£	£
Donation and gifts	37,233	33,050	70,283	53,514
Gift Aid	-	1,513	1,513	5,523
	37,233	34,563	71,796	59,037

3. Expenditure on Raising Funds

Analysis	Total funds 2024	Total funds 2023
	£	£
Support Costs	205	172
	205	172

4. Expenditure on Charitable Activities

Analysis	Total funds 2024	Total funds 2023
	£	£
Bank charges	9	6
Grants paid	74,207	72,718
Charity management & administration	978	1,161
Support Costs	263	190
	75,457	74,075

5. Support Costs

Analysis	Total funds 2024	Total funds 2023
	£	£
Printing and stationery	410	344
Governance Costs		
Accountants fees	58	18
	468	362

6. Other Expenditure

Analysis	Unrestricted funds	Total funds 2024	Total funds 2023
	£	£	£
Other Expenditure	112	112	121
	112	112	121

7. Investments

	Other
	£
Carrying(fair) value at beginning of period	3
Add: additions to investments during period*	-
Less: disposals at carrying value	-
Less: impairments	-
Add: Reversal of impairments	-
Add / (deduct): transfer in/ (out) in the period	-
Add / (deduct): netgain / (loss)on revaluation	-
Carrying(fair) value at end of year	<u>3</u>

The company's investments at the balance sheet date in the share capital of companies include the following:

Telos Partners International Limited

Registered office: Admiral House, St Leonards Road, Windsor, Berkshire, SL4 3BL

Nature of business: Licencing of Intellectual Property

Class of share: Ordinary £1 shares representing 100% of the issued equity share capital

	2024	2023
Aggregate capital and reserves	£7,318	£26,582
Loss for the year	<u>£(19,264)</u>	<u>£(10,943)</u>

Tomorrow's Company (Enterprises) Limited

Registered office: Admiral House (c/o The Telos Foundation),St Leonard's Road, Windsor, SL4 3BL

Nature of business: Public relations and communications

Class of share: Ordinary £1 shares representing 100% of the issued equity share capital

	2024	2023
Aggregate capital and reserves	£(3,447)	£(1,650)
Loss for the year	<u>£(1,798)</u>	<u>£(989)</u>

8. Cash at bank and in hand

	Total funds 2024	Total funds 2023
	£	£
Cash at bank and in hand	55	4,033
	<u>55</u>	<u>4,033</u>

9. Creditors: Amounts falling due within one year

	Total funds 2024	Total funds 2023
	£	£
Other creditors	3	3
	<u>3</u>	<u>3</u>

10. Charity funds

10.1 Details of material funds held and movements during the CURRENT reporting period

Fund names	Fund balances brought forward	Income	Expenditure	Transfers	Gains and losses	Fund balances carried forward
	£	£	£	£	£	£
Unrestricted funds	3,983	37,233	41,211	-	-	5
Restricted income funds	50	34,563	34,563	-	-	50
Total	4,033	71,796	75,774	-	-	55

10.2 Details of material funds held and movements during the PREVIOUS reporting period

Fund names	Fund balances brought forward	Income	Expenditure	Transfers	Gains and losses	Fund balances carried forward
	£	£	£	£	£	£
Unrestricted funds	9,848	29,001	34,866	-	-	3,983
Restricted income funds	9,516	30,036	39,502	-	-	50
Total	19,364	59,037	74,368	-	-	4,033

10.3 Transfers between funds

This Year

Amount
£

Between unrestricted and restricted funds	-
Between endowment and restricted funds	-
Between endowment and unrestricted funds	-

Last Year

Amount
£

Between unrestricted and restricted funds	-
Between endowment and restricted funds	-
Between endowment and unrestricted funds	-

10.4 Designated funds

There were no designated funds at the year end.

11. Transactions with trustees and related parties

11.1 Trustee remuneration and benefits

None of the trustees have been paid any remuneration or received any other benefits from an employment in either the current or previous years for fulfilling their duties.

11.2 Trustees' expenses

None of the trustees have been paid any remuneration or received any expenses for fulfilling their duties in either the current or previous years.

11.3 Transaction(s) with related parties

During the year The Telos Foundation received donations of £37,233 (2023: £29,001) from its wholly owned subsidiary company, Telos Partners International Limited.

During the year The Telos Foundation made contributions of £40,563 (2023: £47,251) to Tomorrow's Company (Enterprises) Limited to assist in the funding of research & development work.

12. Average Number of Employees

The average number of employees was Nil (2023: Nil)

THE TELOS FOUNDATION

INDEPENDENT EXAMINER'S REPORT

FOR THE YEAR ENDED 31 DECEMBER 2024

Independent Examiner's Report to the Trustees of The Telos Foundation

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Responsibilities and basis of report

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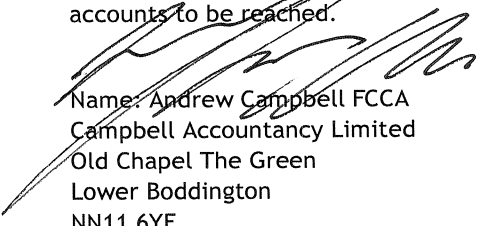
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiners statement

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

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
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4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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.



Name: Andrew Campbell FCCA
Campbell Accountancy Limited
Old Chapel The Green
Lower Boddington
NN11 6YE

Date: 27 June 2025