

# ANNUAL REPORT

20  
24

The Bridge Youth Project



**THE BRIDGE YOUTH PROJECT**

**REGISTERED CHARITY NUMBER 1184436**

**ACCOUNTS AND TRUSTEES' REPORT**  
**FOR THE YEAR ENDED**  
**31st DECEMBER 2024**

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**THE BRIDGE YOUTH PROJECT**  
**CONSTITUTION, STRUCTURE, GOVERNANCE AND MANAGEMENT**

The Bridge Youth Project was registered with the Charity Commission as a Charitable Incorporated Organisation (CIO) on 16th July 2019 under number 1184436 and is administered and managed in accordance with its constitution, which was adopted as part of the registration process.

Its principal object is to advance the Christian faith for the public benefit in the Salisbury area by working with young people in schools. The constitution includes as a schedule a 'statement of faith' with which all trustees and supporters are expected to be in overall sympathy.

The only voting members of the CIO are its trustees. There shall be at least four but no more than ten trustees: seven trustees were appointed by the constitution, for terms of between 2 and 4 years. Additional trustees may be appointed by the existing trustees for 4 year terms but no trustee shall serve more than three consecutive terms.

The CIO is administered by the trustees, who meet regularly to set policy and review reports on its work and finance. They are also responsible for the regular review and mitigation of risk. Day to day management is led by the paid director and his senior team.

There is also a Council of Reference of between four and eight members, which advises on matters relating to spiritual direction. Members are appointed by the trustees for 4 year terms up to a maximum of 12 years.

The CIO welcomes 'supporters' as informal members and holds an annual meeting to report to them.

As a CIO the charity is required to file its periodic accounts and related trustees' report with the Charity Commission. The accounts are prepared in accordance with the requirements of the Charities Act 2011 and the Charities SORP (FRS 102), using the accounting policies set out in note 1.

The CIO's policy on reserves is to ensure that sufficient funds are maintained to meet its anticipated outlays, both for direct charitable expenditure and for management and administration. There is no intention to accumulate large reserves but the aim is to hold three months of anticipated expenditure in reserves.

The following served as trustees during the year:

|                 |             |                 |                              |
|-----------------|-------------|-----------------|------------------------------|
| Mr W H Graham   | (Chairman)  | Mr D C Holloway |                              |
| Mr D J R Morgan | (Secretary) | Mrs E J Kelly   |                              |
| Mrs C M Starmer | (Treasurer) | Mr D M Wraight  |                              |
|                 |             | Mr W Thorpe     | (appointed 15 February 2024) |

There have been no trustee changes since the end of 2024.

**PUBLIC BENEFIT:** as required by section 4 of The Charities Act 2011, the trustees have considered the guidance published by the Charity Commission in respect of public benefit. They believe that the CIO's principal object, as set out above, falls within the definition of charitable purposes in section 2 of the Act and that the activities set out in the trustees' report on pages 2 to 6 contribute to achieving that purpose.

H M Revenue & Customs charities reference number XD06858.

Registered at: C/O Pembroke Park Primary School, Devizes Road, Salisbury, Wiltshire SP2 9LY

**2024** was a year of extraordinary growth, transition, and renewed vision for The Bridge. As we moved on from our 30th anniversary year, we entered a bold season of consolidation and future preparation. It was a year where we experienced remarkable provision, in people, partnerships and opportunities, enabling us to continue offering children and young people spaces of Faith, Hope and Love through chaplaincy and wider community presence.

## Organisational Strengthening & Team Growth

This year saw a significant evolution in our staff structure. We welcomed Elliott Plowman as our new Deputy Director in April, bringing clarity and energy to our fundraising, operations, and strategic planning. Elliott's appointment allowed Paul Cable to transition into a focused part-time role dedicated to training and trust fundraising after he took on a lectureship post at Moorlands Theological College. These developments also marked the formal move away from Paul's senior management responsibilities, completing a thoughtful and respectful leadership handover.

In September, we introduced a new line-management structure, grouping our growing chaplaincy team into three distinct regional hubs: Salisbury (our central base), the North Hub (spanning Shrewton to Royal Wootton Bassett), and the newly birthed South Hub in Blandford, through our partnership with Blandford Parish Church. This model has given greater capacity and peer support within the team, creating a solid foundation for future growth.

Throughout the year we made a number of significant staff appointments. Rachel Dunn (Sarum Academy), Becky Rowe (Winterslow and Broadchalke), Katie Ollivierre (Stratford), Chelsea Sowden (Finance Lead), Harry Mensah (Downton Collaborative role) Megan Bishop (Blandford collaborative role), Heidi Boother (Devizes and Shrewton) all joined our team, each bringing fresh gifts and energy. We were also blessed to welcome volunteer Michael Neve, a retired financial advisor, who is helping shape a long-term fundraising and engagement plan. In addition to this, we were thrilled to welcome Wes Thorpe, current Headteacher at Alderbury & West Grimstead, onto our trustee board.

**“Every single child that will spend time with our Bridge Chaplain will come back a completely different person”**

**- Year 6 student**

But 2024 also saw us say some goodbyes. Firstly, Mel McDaniel stepped down after an amazing 7 years as Bridge Chaplain to Sarum Academy. Lewis Giles also left his role at Trafalgar to focus on joining the police. Most notably, we said goodbye to a remarkable and deeply loved team member in Tara Hibbs. After 16 years of service, Tara stepped down from her role as Project Administrator and, latterly, Operations Manager. As our longest serving staff member, Tara has been nothing short of a pillar at The Bridge. Her steady hand, unwavering commitment and servant-hearted support has blessed

every corner of our charity. Her departure marked the end of an era, and we are so thankful for all she has contributed. We also want to take this opportunity to thank the wonderful Pauline Manktelow and Jim Allman, both of whom supported Tara in the office for many years and gave so much to keep the work and ministry of the Bridge going-thank you!

## Chaplaincy Impact & School Consultation

We ended the academic year with chaplaincy provision in 26 schools, including



Mel's final Check it Out week at Sarum Academy, with DJ Jozzy

continued development within DSAT (Diocese of Salisbury Academy Trust), who now partner with us in 8 schools. As we embedded Chaplains more fully into school life, we took time to listen carefully to students and staff through a detailed consultation process. We surveyed hundreds of children and spoke with dozens of staff across multiple schools. What we heard was remarkable:

- Children described their Chaplains as "fun," "kind," "a safe person," and "someone who listens to me when no one else has time."
- Many staff said Chaplains offered a presence that was uniquely distinct from

teaching staff or TAs, creating a vital listening and pastoral resource. One Deputy-Head said, "She is a safety valve — I can offload to her in a way I can't with anyone else and the pressure is released."

- Schools reported improvements in wellbeing, RE engagement, spiritual development, and school culture.
- Common themes of gratitude, trust, and spiritual impact emerged, with one student summing it up: "She believes in God 100% — and in me."
- Our Chaplains were described as role models, confidants, listeners and spiritual guides. From helping students build confidence, to supporting bereaved children and running food bank partnerships, the breadth of their impact was both humbling and inspiring.

### Detached work & Community Partnerships

Beyond schools, our Safer Streets project (run in partnership with the Office of the Police & Crime Commissioner and SMASH Youth Project) continued to grow in both Salisbury and Devizes. Led by Ayo and supported by a brilliant team, we've seen strong engagement from young people, developed positive links with local councils, and begun shaping a detached model of relational youth presence that complements our chaplaincy work.

We also launched two exciting collaborative partnerships — with Downton Baptist Church and Blandford Parish Church — creating new models of shared roles that bridge church and school engagement. These partnerships have helped lay the groundwork for our South Hub, while offering a template for how we might serve other communities in the future. They have also given us a blueprint for more church partnerships, which we hope to develop in the years ahead.



## Consolidation, Strategy & Vision

After a season of rapid growth, 2024 became a year of deliberate consolidation. With more than 25 schools served and 8 more on our waiting list, we recognised the importance of building a sustainable financial model before further expansion. We've begun developing a business sponsorship programme, launched individual school supporter options, and have already secured funding for several schools through new business and individual partners.

**"She helps me with my mental health and struggles with life. I honestly don't know what I'd do without her"**

**- Year 6 student**

This has been a vital area of development for us as a charity, particularly in light of the growing financial pressures faced by schools. The unique impact of chaplaincy continues to be recognised across Wiltshire and North Dorset, but it's clear that long-term sustainability will require a more diverse and resilient funding model. We're especially encouraged by the early success of connecting businesses with schools, and we believe these partnerships have the potential to create real, mutual value, supporting local children while deepening community engagement.

## Moments to Remember

- **ThriveFest:** A highlight of the summer, bringing together four schools for a day of workshops, fun and reflection. Described by students as "deeply inspiring" and "so much fun."
- **Quiz Night and Open Evening:** Hosted in October, featuring Bishop Andrew Rumsey and DSAT CEO Mark Lacey, this well-attended evening welcomed new team members and commissioned us for the year ahead.
- Mel's final duty with us was to deliver her final **Check it out week.** DJ Jozzy returned to Salisbury for our two Check It Out events at Sarum Academy and Wyvern St Edmund's and what a week it was!



## Looking Ahead

As we end 2024, we do so full of faith. We've welcomed amazing new staff, bid farewell to some deeply valued ones, formed strategic partnerships, and heard clearly and consistently, that chaplaincy is making a transformational difference in the lives of children, parents and staff alike. There's more to do. More young people to reach. More churches to partner with. More communities to serve. But we are ready. And we are grateful. To our supporters, donors, churches and schools - **thank you.** Your faithfulness fuels ours.

With love and deep gratitude- **The Bridge Team**

**THE BRIDGE YOUTH PROJECT**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
**For the year ended 31st December 2024**

|   | Year ended 31st December 2024 |                 |                 | Year ended 31st December 2023 |                |                |
|---|-------------------------------|-----------------|-----------------|-------------------------------|----------------|----------------|
|   | UNRESTRICTED                  |                 |                 | UNRESTRICTED                  |                |                |
|   | RESTRICTED FUNDS              | GENERAL FUND    | TOTAL FUNDS     | RESTRICTED FUNDS              | GENERAL FUND   | TOTAL FUNDS    |
|   | £                             | £               | £               | £                             | £              | £              |
| <b>INCOME FROM</b>  |                               |                 |                 |                               |                |                |
| Churches  | -                             | 27,505          | 27,505          | -                             | 25,241         | 25,241         |
| Individuals (including under gift aid and from CAF)                 | -                             | 40,695          | 40,695          | 546                           | 39,386         | 39,932         |
| Legacy and In Memoriam  | -                             | -               | -               | -                             | -              | -              |
| Trusts and other organisations                                      | 35,500                        | 7,500           | 43,000          | 100,750                       | 17,228         | 117,978        |
| Donated services  | -                             | -               | -               | -                             | 7,740          | 7,740          |
| <b>Donations and grants</b>   | <b>35,500</b>                 | <b>75,700</b>   | <b>111,200</b>  | <b>101,296</b>                | <b>89,595</b>  | <b>190,891</b> |
| School services   | -                             | 103,833         | 103,833         | -                             | 61,229         | 61,229         |
| Partnership scheme  | -                             | 5,049           | 5,049           | -                             | -              | -              |
| Safer streets   | -                             | 44,439          | 44,439          | -                             | 6,750          | 6,750          |
| Events  | -                             | 3,119           | 3,119           | -                             | 7,597          | 7,597          |
| Income tax recoverable  | -                             | 8,036           | 8,036           | -                             | 9,403          | 9,403          |
| Bank and other interest   | -                             | 1,841           | 1,841           | -                             | 50             | 50             |
| Other income  | -                             | 122             | 122             | -                             | 200            | 200            |
| <b>TOTAL INCOME</b>   | <b>35,500</b>                 | <b>242,139</b>  | <b>277,639</b>  | <b>101,296</b>                | <b>174,824</b> | <b>276,120</b> |
| <b>EXPENDITURE ON</b>   |                               |                 |                 |                               |                |                |
| Staff costs, including national insurance and pension contributions | 53,694                        | 221,294         | 274,988         | 95,044                        | 131,933        | 226,977        |
| Travel  | -                             | 1,521           | 1,521           | 68                            | 1,356          | 1,424          |
| Other costs and expenses  | -                             | 11,477          | 11,477          | 3,266                         | 5,431          | 8,697          |
| Events  | -                             | 1,999           | 1,999           | -                             | 3,582          | 3,582          |
| Depreciation of Equipment   | 1,586                         | -               | 1,586           | 1,585                         | -              | 1,585          |
| <b>Direct charitable expenditure</b>                                | <b>55,280</b>                 | <b>236,291</b>  | <b>291,571</b>  | <b>99,963</b>                 | <b>142,302</b> | <b>242,265</b> |
| Telephone and internet  | -                             | 129             | 129             | -                             | 644            | 644            |
| Insurance   | -                             | 2,518           | 2,518           | -                             | 2,194          | 2,194          |
| Rent  | -                             | 6,500           | 6,500           | -                             | 7,288          | 7,288          |
| Printing, postage and stationery                                    | -                             | 1,821           | 1,821           | -                             | 2,310          | 2,310          |
| Computer costs  | -                             | 1,600           | 1,600           | -                             | 737            | 737            |
| Staff recruitment and training                                      | -                             | 705             | 705             | -                             | 3,226          | 3,226          |
| Publicity and website   | -                             | 118             | 118             | -                             | 199            | 199            |
| Office equipment and maintenance                                    | -                             | 1,884           | 1,884           | -                             | 216            | 216            |
| Accountancy fees  | -                             | 1,200           | 1,200           | -                             | -              | -              |
| Sundries  | -                             | 1,414           | 1,414           | -                             | 406            | 406            |
| Payroll charges   | -                             | 749             | 749             | -                             | 482            | 482            |
| Bank charges  | -                             | 128             | 128             | -                             | 166            | 166            |
| Depreciation of equipment   | -                             | 929             | 929             | -                             | 1,025          | 1,025          |
| <b>Management and administration</b>                                | <b>-</b>                      | <b>19,695</b>   | <b>19,695</b>   | <b>-</b>                      | <b>18,893</b>  | <b>18,893</b>  |
| <b>TOTAL EXPENDITURE</b>  | <b>55,280</b>                 | <b>255,986</b>  | <b>311,266</b>  | <b>99,963</b>                 | <b>161,195</b> | <b>261,158</b> |
| <b>NET INCOME/(DEFICIT)</b>   | <b>(19,780)</b>               | <b>(13,847)</b> | <b>(33,627)</b> | <b>1,333</b>                  | <b>13,629</b>  | <b>14,962</b>  |
| <b>TOTAL FUNDS BROUGHT FORWARD</b>                                  | <b>25,887</b>                 | <b>36,448</b>   | <b>62,335</b>   | <b>24,554</b>                 | <b>22,819</b>  | <b>47,373</b>  |
| <b>TOTAL FUNDS CARRIED FORWARD</b>                                  | <b>6,107</b>                  | <b>22,601</b>   | <b>28,708</b>   | <b>25,887</b>                 | <b>36,448</b>  | <b>62,335</b>  |

Details of movements on individual restricted funds are set out in note 12 on pages 12 and 13.

THE BRIDGE YOUTH PROJECT  
BALANCE SHEET  
At 31st December 2024

|                           |      | 31st December 2024 |              |         | 31st December 2023 |              |         |
|---------------------------|------|--------------------|--------------|---------|--------------------|--------------|---------|
|                           | NOTE | RESTRICTED         | UNRESTRICTED | TOTAL   | RESTRICTED         | UNRESTRICTED | TOTAL   |
|                           |      | FUNDS              | FUND         | FUNDS   | FUNDS              | FUND         | FUNDS   |
|                           |      | £                  | £            | £       | £                  | £            | £       |
| TANGIBLE FIXED ASSETS     |      |                    |              |         |                    |              |         |
| Equipment                 | 4    | 1,024              | 477          | 1,501   | 2,610              | 1,406        | 4,016   |
| CURRENT ASSETS            |      |                    |              |         |                    |              |         |
| Debtors                   | 5    | -                  | 8,120        | 8,120   | -                  | 2,149        | 2,149   |
| Cash at bank and in hand  | 6    | 5,083              | 119,006      | 124,089 | 23,277             | 108,332      | 131,609 |
|                           |      | 5,083              | 127,126      | 132,209 | 23,277             | 110,481      | 133,758 |
| LIABILITIES               |      |                    |              |         |                    |              |         |
| Creditors                 | 7    | -                  | 105,002      | 105,002 | -                  | 75,439       | 75,439  |
| NET CURRENT ASSETS        |      | 5,083              | 22,124       | 27,207  | 23,277             | 35,042       | 58,319  |
| TOTAL NET ASSETS          |      | 6,107              | 22,601       | 28,708  | 25,887             | 36,448       | 62,335  |
| THE FUNDS OF THE CHARITY  |      |                    |              |         |                    |              |         |
| Restricted funds          | 12   | 6,107              | -            | 6,107   | 25,887             | -            | 25,887  |
| Unrestricted general fund |      | -                  | 22,601       | 22,601  | -                  | 36,448       | 36,448  |
|                           |      | 6,107              | 22,601       | 28,708  | 25,887             | 36,448       | 62,335  |

TRUSTEES' APPROVAL

The accounts and notes and the trustees' report for the year ended 31st December 2024 set out on pages 1 to 15 were discussed and approved by the Board of trustees on ...Wednesday, 16th July..... 2025

Signed on behalf of the trustees

Name Bill Graham

Signature 

Signed by:  
Bill Graham  
EF62023F5C8F445...

Date 9/2/2025

Name Christine Starmer

Signature 

Signed by:  
Christine Starmer  
657BD0F6B2AA4A8...

Date 9/2/2025



**THE BRIDGE YOUTH PROJECT**  
**STATEMENT OF CASH FLOWS**  
**For the year ended 31st December 2024**

|  | Year ended<br>31st December 2024 | Year ended<br>31st December 2023 |
|--|----------------------------------|----------------------------------|
|  | £                                | £                                |
| <b>CASH FLOWS FROM OPERATING ACTIVITIES</b>                                    |                                  |                                  |
| Net cash generated/(consumed)<br>by operating activities                       | (9,361)                          | 67,323                           |
| <b>CASH FLOWS FROM INVESTING ACTIVITIES</b>                                    |                                  |                                  |
| Interest   | 1,841                            | 50                               |
| Purchase of equipment  | -                                | -                                |
|  | <u>1,841</u>                     | <u>50</u>                        |
| <b>CHANGE IN CASH AND CASH EQUIVALENTS</b>                                     | <u>7,520</u>                     | <u>67,373</u>                    |
| <b>CASH AND CASH EQUIVALENTS at start of year</b>                              | 131,609                          | 64,236                           |
| <b>CASH AND CASH EQUIVALENTS at end of year</b>                                | <u><u>139,129</u></u>            | <u><u>131,609</u></u>            |
| Cash and cash equivalents are 'cash at bank and in hand' as shown in note 6.   |                                  |                                  |
| <b>RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES</b> |                                  |                                  |
| Total net income/(deficit) per statement of financial activities on page 7     | (33,627)                         | 14,962                           |
| Adjustments for:   |                                  |                                  |
| Depreciation charges   | 2,515                            | 2,610                            |
| Interest   | (1,841)                          | (50)                             |
| Decrease/(Increase) in debtors   | (5,971)                          | 11,336                           |
| Increase in creditors  | <u>29,563</u>                    | <u>38,465</u>                    |
|  | 24,266                           | 52,361                           |
| Net cash generated/(consumed)<br>by operating activities                       | <u><u>(9,361)</u></u>            | <u><u>67,323</u></u>             |

**THE BRIDGE YOUTH PROJECT  
NOTES TO THE ACCOUNTS  
For the year ended 31st December 2024**

**1 ACCOUNTING BASIS AND POLICIES**

The accounts are prepared in accordance with the requirements of the Charities Act 2011 and with the Charities SORP (FRS 102) and Financial Reporting Standard 102. The accounts are prepared on the historical cost basis.

The accounts are prepared using the following principal accounting policies:

Tangible fixed assets: are included at historic cost less provision for depreciation and impairment. Depreciation is calculated at 25% of original cost per annum. For office equipment the depreciation is shown as part of management and administration but for restricted funds equipment it is shown as part of direct charitable expenditure. The depreciation on restricted funds equipment is charged to the relevant restricted fund and the remainder to general fund.

Income and expenditure: is recognised on the accruals basis as and when it becomes due or payable.

**2 FUNDS AND RESERVES**

The CIO has a number of restricted funds where donations and grants have been received to be used for specific projects.

There is a restricted fund for the purchase of equipment. The fund balance represents the carrying value of the relevant equipment and annual depreciation charges on it are charged to the fund.

There is a restricted fund in support of school chaplaincy work and mentoring.

A new restricted fund was started in 2022 called Youth Voice (from the National Lottery Community Fund) that included equipment as well as staff time to partner with the Salisbury Youth Provision Forum to hear directly the views of young people, to inform both the work of The Bridge and overall provision in Salisbury.

Details of the movements on all restricted funds, including unspent balances to be carried forward to future periods, are given in note 12.

The remainder of the Trust's funds are unrestricted and are shown as 'general fund'.

As noted on page 1, it is the trustees' policy to aim to hold three months of anticipated expenditure in reserves. This covers both restricted and general funds and includes expenditure on direct charitable expenditure and management and administration.

**THE BRIDGE YOUTH PROJECT**  
**NOTES TO THE ACCOUNTS**  
**For the year ended 31st December 2024 (continued)**

**3 TRUSTS AND OTHER ORGANISATIONS**

The CIO is grateful to the following organisations that made grants during 2024:

Wiltshire Community Foundation  
 South Wilts Area Board  
 Fulmer Charitable Trust  
 Southern Electricity  
 Barnabas Trust  
 Bradbeers

**4 TANGIBLE FIXED ASSETS**

|                         | UNRESTRICTED<br>OFFICE<br>EQUIPMENT<br>£ | RESTRICTED<br>FUNDS<br>EQUIPMENT<br>£ | TOTAL<br>£    |
|-------------------------|--|---------------------------------------|---------------|
| <b>COST</b>             |  |                                       |               |
| At 1st January 2024     | 4,123                                    | 7,045                                 | 11,168        |
| Additions               | -  | -                                     | -             |
| Disposals               | -  | -                                     | -             |
| At 31st December 2024   | <u>4,123</u>                             | <u>7,045</u>                          | <u>11,168</u> |
| <b>DEPRECIATION</b>     |  |                                       |               |
| At 1st January 2024     | 2,717                                    | 4,435                                 | 7,152         |
| Charge for year         | 929                                      | 1,586                                 | 2,515         |
| Eliminated on disposals | -  | -                                     | -             |
| At 31st December 2024   | <u>3,646</u>                             | <u>6,021</u>                          | <u>9,667</u>  |
| <b>NET BOOK VALUE</b>   |  |                                       |               |
| At 31st December 2024   | <u>477</u>                               | <u>1,024</u>                          | <u>1,501</u>  |
| At 31st December 2023   | <u>1,406</u>                             | <u>2,610</u>                          | <u>4,016</u>  |

**5 DEBTORS**

|   | 2024<br>£    | 2023<br>£    |
|---|--------------|--------------|
| Accounts Receivable                     | 6500         |              |
| Accrued income                          | 104          | 58           |
| Income tax recoverable under 'gift aid' | 411          | 421          |
| Expense prepayments                     | 881          | 1,670        |
| Pensions receivable                     | 224          |              |
|   | <u>8,120</u> | <u>2,149</u> |

**THE BRIDGE YOUTH PROJECT**  
**NOTES TO THE ACCOUNTS**  
**For the year ended 31st December 2024 (continued)**

|   |   |                |                |
|---|---|----------------|----------------|
| 6 | CASH AT BANK AND IN HAND                                      | 2024<br>£      | 2023<br>£      |
|   | HSBC current account  | 3,977          | 66,609         |
|   | HSBC business money manager account                           | 120,112        | 65,000         |
|   |   | <u>124,089</u> | <u>131,609</u> |
| 7 | CREDITORS   | 2024<br>£      | 2023<br>£      |
|   | PAYE and national insurance                                   | 4,586          | 2,393          |
|   | Pension contributions   | -              | 1,138          |
|   | Expense accruals  | 605            | 75             |
|   | Income received in advance                                    | 97,344         | 71,833         |
|   | Accounts payable  | 2,467          | -              |
|   |   | <u>105,002</u> | <u>75,439</u>  |
| 8 | STAFF COSTS AND NUMBERS                                       | 2024<br>£      | 2023<br>£      |
|   | Remuneration  | 252,825        | 204,532        |
|   | Employer social security costs                                | 5,460          | 7,364          |
|   | Employer contributions to defined contribution pension scheme | 16,703         | 15,081         |
|   |   | <u>274,988</u> | <u>226,977</u> |
|   |   | Number         | Number         |
|   | Average headcount during the year                             | <u>17</u>      | <u>12</u>      |

No employee received remuneration of more than £60,000.

**THE BRIDGE YOUTH PROJECT**  
**NOTES TO THE ACCOUNTS**  
**For the year ended 31st December 2024 (continued)**

**9 TRUSTEE REMUNERATION, EXPENSES AND DONATIONS AND  
RELATED PARTY TRANSACTIONS**

None of the trustees received any remuneration or expense payments in this or the previous year.

The trustees together made freewill donations to the Trust during the year of £3,178 (2023 £4,688).

There were no related party transactions requiring disclosure in this or the previous year.

**10 INDEPENDENT EXAMINER'S FEES**

Included in the accounts is £600 paid for independent examiners fee for 2023 and £600 payable for independent examination of accounts for 2024.

**11 CONTRIBUTIONS FROM DONATED SERVICES AND UNPAID VOLUNTEERS**

The CIO is grateful to Pembroke Park for making office space and related support services available to the charity in lieu of payment of a contribution to the cost of the school's chaplain. The value has been included in these accounts and shown as income under 'school services', the total being £6,500 (2023 £7,740).

In common with many charities, the CIO benefits significantly from the unpaid work of volunteers, both in the provision of its direct charitable activities and in its management and administration. In accordance with the Charities SORP (FRS 102), no monetary value is put on these contributions.

**THE BRIDGE YOUTH PROJECT**  
**NOTES TO THE ACCOUNTS**  
**For the year ended 31st December 2024 (continued)**

12 RESTRICTED FUNDS

The following is a summary of the movements on restricted funds in the year ended 31st December 2024 and the make up of the closing balances:

|  | EQUIPMENT | CHAPLAINCY | YOUTH<br>VOICE | TOTAL    |
|--|-----------|------------|----------------|----------|
|  | £         | £          | £              | £        |
| Brought forward 1st January 2024             | 563       | 23,277     | 2,047          | 25,887   |
| Received from trusts and other organisations | -         | 35,500     | -              | 35,500   |
| Spent as part of staff costs                 | -         | (53,694)   | -              | (53,694) |
| Spent as part of trainee support             | -         | -          | -              | -        |
| Depreciation of tangible fixed assets        | (563)     | -          | (1,023)        | (1,586)  |
| Carried forward 31st December 2024           | -         | 5,083      | 1,024          | 6,107    |
| Balance at 31st December 2024 comprised:     |           |            |                |          |
| Equipment at net book value                  | -         | -          | 1,024          | 1,024    |
| Cash at bank                                 | -         | 5,083      | -              | 5,083    |
|  | -         | 5,083      | 1,024          | 6,107    |



**THE BRIDGE YOUTH PROJECT**  
**NOTES TO THE ACCOUNTS**  
**For the year ended 31st December 2024 (continued)**

12 RESTRICTED FUNDS (continued)

The following is a summary of the movements on restricted funds in the year ended 31st December 2023 and the make up of the closing balances:

|  | EQUIPMENT | CHAPLAINCY | MENTORING | THRIVE   | PRIMARY<br>WORKER | YOUTH<br>VOICE | CHURCH<br>YOUTH<br>MINISTRY | CMJ<br>EXHIBITION | TOTAL    |
|--|-----------|------------|-----------|----------|-------------------|----------------|-----------------------------|-------------------|----------|
|  | £         | £          | £         | £        | £                 | £              | £                           | £                 | £        |
| Brought forward 1st January 2023             | 1,125     | 16,533     | 1,126     | -        | -                 | 3,070          | 2,700                       | -                 | 24,554   |
| Mentoring fund merged with chaplaincy        | -         | 1,126      | (1,126)   | -        | -                 | -              | -                           | -                 | -        |
| Received from trusts and other organisations | -         | 70,750     | -         | 25,000   | 3,000             | -              | -                           | 2,000             | 100,750  |
| Received from individuals                    | -         | -          | -         | -        | -                 | -              | -                           | 546               | 546      |
| Spent as part of staff costs                 | -         | (64,627)   | -         | (24,932) | (3,000)           | -              | (2,046)                     | (439)             | (95,044) |
| Spent as part of travel and other costs      | -         | (505)      | -         | (68)     | -                 | -              | (654)                       | (2,107)           | (3,334)  |
| Depreciation of tangible fixed assets        | (562)     | -          | -         | -        | -                 | (1,023)        | -                           | -                 | (1,585)  |
| Carried forward 31st December 2023           | 563       | 23,277     | -         | -        | -                 | 2,047          | -                           | -                 | 25,887   |
| Balance at 31st December 2023 comprised:     |           |            |           |          |                   |                |                             |                   |          |
| Equipment at net book value                  | 563       | -          | -         | -        | -                 | 2,047          | -                           | -                 | 2,610    |
| Cash at bank                                 | -         | 23,277     | -         | -        | -                 | -              | -                           | -                 | 23,277   |
|  | 563       | 23,277     | -         | -        | -                 | 2,047          | -                           | -                 | 25,887   |

**THE BRIDGE YOUTH PROJECT  
INDEPENDENT EXAMINER'S REPORT  
For the year ended 31st December 2024**

I report to the trustees of The Bridge Youth Project on the accounts for the year ended 31st December 2024 set out on page 1 and pages 5 to 13.

**RESPONSIBILITIES AND BASIS OF REPORT**

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

I report in respect of my examination of the charity's accounts carried out under section 145 of the 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 that give me cause to believe that, in any material respect:

- the accounting records were not kept in accordance with section 130 of the Act;
- the accounts did not accord with the accounting records;
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view, which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection 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.

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified and practising member of the ICAEW.

Name

Address

*Simon J L Ellingham*

Signature

Date 9 September 2025