

TREE SHEPHERD LTD

England & Wales · Charity number 1184995

Details

Status Registered

Legal form Charitable company

Company number [07847753](#)

Registered 2019-08-21

Register [View on the Charity Commission register](#)

Contact

Address 1a Greenleaf Close
Tulse Hill
London
SW2 2HB

Phone 02039483020

Email info@treeshepherd.org.uk

Website www.treeshepherd.org.uk

Activities

Objects: THE CHARITY'S OBJECTS ARE SPECIFICALLY RESTRICTED TO THE FOLLOWING:PROMOTION FOR THE PUBLIC BENEFIT OF URBAN REGENERATION IN THE UK AND INTERNATIONALLY: 2.1 THE RELIEF OF POVERTY.2.2 THE RELIEF OF UNEMPLOYMENT;2.3 THE ADVANCEMENT OF EDUCATION, TRAINING OR RETRAINING, PARTICULARLY AMONG UNEMPLOYED PEOPLE AND PEOPLE ON LOW INCOMES. 2.4 THE PROVISION OF TECHNICAL ASSISTANCE, BUSINESS ADVICE OR CONSULTANCY IN ORDER TO PROVIDE TRAINING AND EMPLOYMENT OPPORTUNITIES FOR UNEMPLOYED PEOPLE IN CASES OF FINANCIAL OR OTHER CHARITABLE NEED THROUGH HELP IN:I) SETTING UP THEIR OWN BUSINESS; ORII) TO EXISTING SOCIAL ENTERPRISES AND BUSINESS.2.5 THE CREATION OF TRAINING AND EMPLOYMENT OPPORTUNITIES BY THE PROVISION OF WORKSPACE, BUILDINGS, AND/OR LAND FOR USE ON FAVOURABLE TERMS;THE CHARITY SHALL BE NON-PARTY IN POLITICS AND NON-SECTARIAN IN RELIGION. THE CHARITY WILL MEET THE REQUIREMENTS OF THE EQUALITIES ACT 2010 OR ANY SUBSEQUENT RE-ENACTMENT AND WILL NOT DISCRIMINATE AGAINST STAFF, BENEFICIARIES, MEMBERS, VOLUNTEERS, TRUSTEES OR ANY OTHER PERSON ON THE GROUNDS OF AGE, DISABILITY, RACE, GENDER, GENDER REASSIGNMENT, MARRIAGE/CIVIL PARTNERSHIPS, PREGNANCY AND MATERNITY, SEXUAL ORIENTATION, RELIGION OR BELIEFS.

Activities: Tree Shepherd works within some of the capitals most deprived communities, helping people create new opportunities and supporting businesses under pressure of change. We bring entrepreneurial individuals together in shared, collaborative networks, to grow their confidence, share ideas and knowledge, set up businesses, trade together and ultimately employ other people.

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services
- **What:** Economic/community Development/employment
- **Who:** The General Public/mankind

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£271,757	£265,059	-	-
2024-03-31	£240,580	£239,022	-	-
2023-03-31	£189,466	£188,705	-	-
2022-03-31	£197,324	£197,320	-	-
2021-03-31	£374,374	£334,751	-	-

Trustees

Name	Role	Appointed
Andrew James Livingston		2020-02-04
Cynthia Sophirina Mukiwa		2020-03-17
Jonathan Samuel James Clarke		2020-02-02
SIMON JOHN HALL		2015-09-15

TREE SHEPHERD LTD

England & Wales - Charity number 1184995

Accounts

Registered number: 07847753

Charity number: 1184995

Tree Shepherd Ltd

REPORT OF THE TRUSTEES AND UNAUDITED ACCOUNTS

FOR THE YEAR ENDED 31/03/2025

Prepared By:

Accprof Ltd
Financial Accountants
59 Canterbury Road
North Harrow
HA1 4PD

**FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31/03/2025**

TRUSTEES

Jonathan CLARKE
Simon John HALL
Andrew James LIVINGSTON
Cynthia Sophirina MUKIWA

REGISTERED OFFICE

1a Greenleaf Close
Tulse Hill
London
SW2 2HB

COMPANY NUMBER

07847753

CHARITY NUMBER

1184995

ACCOUNTANTS

Accprof Ltd
Financial Accountants
59 Canterbury Road
North Harrow
HA1 4PD

**ACCOUNTS
FOR THE YEAR ENDED 31/03/2025**

CONTENTS

	Page
Report of the Trustees	3
Independent Examiner's Statement	7
Statement of Financial Activities	9
Balance Sheet	10
Notes to the Accounts	11 to 15
Detailed Statement of Financial Activities	14

FOR THE YEAR ENDED 31/03/2025

TRUSTEES' REPORT

The trustees present their report and accounts for the year ended 31/03/2025

PRINCIPAL ACTIVITIES

Tree Shepherd is a grassroots organisation that operates in Southwark, Lewisham, Camden and Lambeth, helping the long-term unemployed, and small independent business in regeneration areas develop employability and entrepreneurial skills. Through small-group training, mentorship, and access to meanwhile workspaces, we empower individuals, promote diversity, and create economic well-being

STRUCTURE GOVERNANCE AND MANAGEMENT

The company (no 07847753) was incorporated on 15th November 2011. In July 2018 it revised its constitution and on the 21st August 2019 it was formally recognised as a charitable company limited by guarantee (1184995). The charities affairs are governed by its Memorandum and Articles of Association which allows for any activities covered by its objectives without restriction. In the event of the company being wound up the maximum amount of each member will contribute is £1.

OUR VISION

Our vision at Tree Shepherd is to enrich local talent, entrepreneurs and small businesses, to enable them to actively be engaged in their local economy by providing them with the tools to get involved, scale up or get started.

Our Values

1. Nurture ambition and recognises the potential of individuals.
2. Promote respect, diversity, and inclusion.
3. Create dynamic and innovative ideas.
4. Collaborate with others to create long-lasting partnerships
5. Remain rooted in communities

As a charity our organisation continue to implement several strategies to address challenges faced by startups and independent businesses, particularly related to skills gaps, business sustainability and regeneration impact:

Our community engagement and consultation strategies enable active engagement with local communities, ensuring services align with their needs and aspirations. We continue to provide comprehensive business support and training programmes tailored to the needs of marginalised groups, empowering them with essential skills for success.

THE SCALE AND NATURE OF VOLUNTARY ACTIVITY

The voluntary activities of Tree Shepherd, particularly the provision of direct one-to-one business advice and support through their volunteer business mentors, offer several benefits. First, it allows Tree Shepherd to extend their reach and help more entrepreneurs by leveraging the expertise and knowledge of their dedicated mentors. These mentors generously volunteer their time and share their insights, providing valuable guidance to budding businesses.

FOR THE YEAR ENDED 31/03/2025

TRUSTEES' REPORT

Additionally, the volunteer hours provided by partnerships such as the Community Impact Hub supports our social impact activities contribute to the overall growth and impact of Tree Shepherd. By collaborating with organisations that share a commitment to social impact, Tree Shepherd taps into additional resources, expertise, and networks. This helps create a more robust support system for entrepreneurs, ultimately increasing their chances of success.

Overall, the voluntary activities enable Tree Shepherd to enhance our impact on the communities we serve. It demonstrates the power of collaboration and the importance of giving back to support social and economic development.

STRATEGIC REPORT

See Appendix 1 for full details (Tree Shepherd Trustees Social Impact Report 2024/ 25)

Our core activities are providing small-group training, business support and mentorship and access to an affordable workspace. Our vision is of a world where everybody has the self-belief, tools, and networks to actively participate in their local economy. We have become a vital community resource and helped 1000+ marginalized people to start businesses, generating 1200+ new jobs

In addition, we help the local communities we work with to promote businesses and help them grow. We believe by doing this, we can help people obtain long-term employment and improve the diversity of the area further.

The strategic objectives of Tree Shepherd are focused on promoting urban regeneration, relieving poverty and unemployment, advancing education, and training, and providing technical assistance and business advice to create training and employment opportunities. Specifically, their objectives include:

Promoting urban regeneration in the UK and internationally for the public benefit. Relieving poverty by supporting initiatives that address economic hardships.

Alleviating unemployment by providing training, retraining, and employment opportunities, particularly for unemployed individuals and those on low incomes.

Advancing education and training to empower individuals with the skills needed for sustainable employment.

Providing technical assistance, business advice, and consultancy to help unemployed individuals set up their own businesses or support existing social enterprises and businesses.

Creating training and employment opportunities by offering favorable terms on workspace, buildings, and land.

By pursuing these objectives, Tree Shepherd aims to make a positive social impact in their communities, empower individuals through training and employment, and contribute to urban regeneration efforts

FOR THE YEAR ENDED 31/03/2025

TRUSTEES' REPORT

PROGRAMME OVERVIEW

Women in Enterprise Training: Supported female entrepreneurs—primarily Black and ethnic minority women—with mentoring, life-coaching, and wellbeing workshops. This year-long initiative built resilience and business confidence.

Thriving High Street Peckham Business Forum (PBF): Engaged with market traders and small businesses from minoritised groups. The Forum became a recognised platform for advocacy and enterprise support, culminating in the successful Peckham Festive Market with 40+ traders and 1,000+ visitors.

Relocation Programme & Business Support: Aided 61 businesses facing displacement due to regeneration. Tailored support included strategic planning, mentoring, and relocation advice.

Canada Water Regeneration -Trust For London Racial Justice Fund Programme: Delivered 12 market events, an 8-week enterprise course, and a relocation strategy for 40 traders. Advocating for inclusive procurement and affordability measures for small businesses

Affordable Meanwhile Workspaces: Provided accessible workspaces in Southwark and Lambeth, enabling micro-businesses to apply enterprise training and mentoring in real-world settings.

Southwark High Street Recovery Fund: Hosted monthly market-style events to increase employment and business opportunities, with targeted support for Black and women-owned businesses

Impact Summary: Tree Shepherd's programmes have empowered hundreds of individuals and businesses, promoting diversity, economic inclusion, and community resilience. By combining data-driven strategy, grassroots engagement, and tailored support, we continue to champion equitable regeneration and sustainable enterprise.

RISK MANAGEMENT

The Governance Review recommendations are being implemented. The board of trustees, as advised by the CEO and executive team, is responsible for managing the risks faced by the charity. Risks are identified and assessed within a risk matrix. This is reviewed annually, and mitigations and controls are established.

FINANCIAL REVIEW

The total income received during the year was £271,757.00 and the total expenditure for the year was £265,059.00. The total funds available as at 31/03/2025 was £113,113.00.

RESERVES POLICY

The charity aims to hold levels of unrestricted reserves of at least 3 months operating expenses. It is not the intention of the Trustees to accumulate reserves and the Trustees seek to apply all funds above the required level in accordance with the charity's stated objectives.

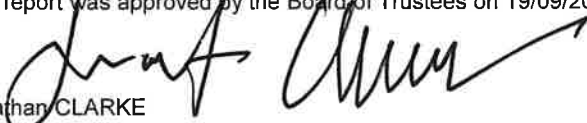
FOR THE YEAR ENDED 31/03/2025

TRUSTEES' REPORT

The report was prepared in accordance with the special provisions within Part 15 of the Companies Act 2006.

This report was approved by the Board of Trustees on 19/09/2025

Jonathan CLARKE
Trustee

A handwritten signature in black ink, appearing to read 'Jonathan Clarke', is written over the printed name and title.

INDEPENDENT EXAMINER'S STATEMENT

FOR THE YEAR ENDED 31/03/2025

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF TREE SHEPHERD LTD

I report on the accounts of the company for the year ended 31/03/2025 .

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINER

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. I am qualified to undertake the examination by being a qualified member of The Institute of Financial Accountants .

Having satisfied myself that the charity is not subject to an audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

BASIS OF INDEPENDENT EXAMINERS STATEMENT

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

INDEPENDENT EXAMINERS STATEMENT

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

accounting records were not kept in accordance with section 386 of the Companies Act 2006; or

the accounts do not accord with such records; or

the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 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

the accounts have not been prepared in accordance with the Charities SORP (FRS102)

.....

**INDEPENDENT EXAMINER'S STATEMENT
FOR THE YEAR ENDED 31/03/2025**

Date:

Accprof Ltd
Financial Accountants
59 Canterbury Road
North Harrow
HA1 4PD

**Statement of Financial Activities
for the year ended 31/03/2025**

	Unrestricted funds	Restricted funds	2025 Total	2024 Total
	£	£	£	£
Income				
Income from generated funds				
Income from charitable activities	271,757	-	271,757	240,580
Total Income and endowments	271,757	-	271,757	240,580
Expenses				
Costs of generating funds				
Expenditure on Raised funds	46,131	-	46,131	35,522
Expenditure on Charitable activities	218,928	-	218,928	203,500
Total Expenses	265,059	-	265,059	239,022
Net gains on investments				
Net Income	6,698	-	6,698	1,558
Gains/(losses) on revaluation of fixed assests				
Net movement in funds:				
Net income for the year	6,698	-	6,698	1,558
Total funds brought forward	106,415	-	106,415	104,857
Net funds carried forward	113,113	-	113,113	106,415

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

Tree Shepherd Ltd

BALANCE SHEET AT 31/03/2025

	Notes	2025 £	2024 £
FIXED ASSETS			
Tangible assets	2	699	932
CURRENT ASSETS			
Debtors (amounts falling due within one year)	3	20,385	79,673
Cash at bank and in hand		<u>180,518</u>	<u>145,425</u>
		200,903	225,098
CREDITORS: Amounts falling due within one year	4	<u>88,489</u>	<u>119,615</u>
NET CURRENT ASSETS		<u>112,414</u>	<u>105,483</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>113,113</u>	<u>106,415</u>
CAPITAL AND RESERVES			
Unrestricted funds			
General fund	6	<u>113,113</u>	<u>106,415</u>
		<u>113,113</u>	<u>106,415</u>

For the year ending 31/03/2025 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit 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 have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the board of trustees on 19/09/2025 and signed on their behalf by



 Jonathan CLARKE
 Trustee

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31/03/2025**

1. ACCOUNTING POLICIES

1a. Basis Of Accounting

The accounts have been prepared under the historical cost convention.

The accounts have been prepared in accordance with FRS102 - The Financial Reporting Standard applicable in the UK and Republic of Ireland and the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

1b. Incoming Resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

1c. Resources Expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

1d. Allocation And Apportionment Of Costs

All costs relate to the single activity of the charitable company and are recognised accordingly.

1e. Fund Accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Designated funds are funds set aside by the trustees out of unrestricted general funds for the specific future purposes or projects.

1f. Depreciation

Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives.

Equipment reducing balance 25%

1g. Turnover

Turnover represents the invoiced value of goods and services supplied by the company, net of value added tax and trade discounts.

2. TANGIBLE FIXED ASSETS

	Equipment	Total
	£	£
Cost		
At 01/04/2024	<u>7,679</u>	<u>7,679</u>
At 31/03/2025	<u>7,679</u>	<u>7,679</u>
Depreciation		
At 01/04/2024	6,747	6,747
For the year	<u>233</u>	<u>233</u>
At 31/03/2025	<u>6,980</u>	<u>6,980</u>
Net Book Amounts		
At 31/03/2025	<u>699</u>	<u>699</u>
At 31/03/2024	<u>932</u>	<u>932</u>

3. DEBTORS

	2025	2024
	£	£
Amounts falling due within one year:		
Trade debtors	14,454	73,485
VAT	4,805	6,188
Other debtors	<u>1,126</u>	<u>-</u>
	<u>20,385</u>	<u>79,673</u>

4. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Trade creditors	15,999	24,820
Taxation and social security	2,587	2,673
Other creditors	<u>69,903</u>	<u>92,122</u>
	<u>88,489</u>	<u>119,615</u>

5. LIMITED BY GUARANTEE

The company is limited by guarantee and does not have a share capital. Each member gives a guarantee to contribute a sum not exceeding £1, to the company should it be wound up. At 31/03/2025 there were 5 members.

6. UNRESTRICTED FUNDS

	Brought forward	Incoming resources	Outgoing resources	Transfers	Carried forward
	£	£	£	£	£
General fund	106,415	271,757	(265,059)	-	113,113
	<u>106,415</u>	<u>271,757</u>	<u>(265,059)</u>	<u>-</u>	<u>113,113</u>

7. RESTRICTED FUNDS

Brought forward	Incoming resources	Outgoing resources	Transfers	Carried forward
£	£	£	£	£

Tree Shepherd Ltd

**Incoming Resources
for the year ended 31/03/2025**

	2025	2024
	£	£
Incoming resources		
Incoming resources from generated funds		
	<u>271,757</u>	<u>240,580</u>
	<u>271,757</u>	<u>240,580</u>

Tree Shepherd Ltd

**Expenses
for the year ended 31/03/2025**

	2025	2024
	£	£
Expenses		
Costs of generating funds		
Costs Of Generating Voluntary Income		
Subcontractors	6,262	8,910
Tutors Fees	4,838	590
Venue and Events costs	35,031	26,022
	<u>46,131</u>	<u>35,522</u>
	<u>46,131</u>	<u>35,522</u>
Charitable Activities		
Advertising and promotion	26,829	4,874
Travel	21	60
Insurance	3,486	3,756
Heat and light	7,749	9,795
Cleaning	526	1,270
Repairs and renewals	921	3,678
Wages - regular	130,521	127,808
Staff welfare	-	353
Training	79	321
IT and website costs	14,459	20,833
Accountancy fees	23,861	18,429
Professional fees	6,323	8,411
Stationery & office supplies	2,980	2,254
Telephone	788	1,150
Bank charges	152	198
Depreciation of equipment	233	310
	<u>218,928</u>	<u>203,500</u>
	<u>265,059</u>	<u>239,022</u>

TREE SHEPHERD LTD

England & Wales - Charity number 1184995

Accounts

TREE SHEPHERD TRUSTEES SOCIAL IMPACT REPORT

2023-2024



Tree
Shepherd

TABLE OF CONTENTS

EXECUTIVE SUMMARY	3		
TRUSTEES	4		
OUR CLIENTS	6		
ABOUT US	7		
OUR SERVICES	10	PEOPLE	18
PECKHAM BUSINESS FORUM	16	CASE STUDIES	20
		WOMEN IN ENTERPRISE	22
		THANKS	23

EXECUTIVE SUMMARY



SANDRA FERGUSON

CEO of Tree Shepherd

Creating meaningful social value requires a collaborative approach that embraces change and effectively manages it. Tree Shepherd, a South-London-based organisation established in 2011, exemplifies this collaborative spirit by operating across London and working with various stakeholders to support entrepreneurs and small businesses.

Tree Shepherd's primary focus is to provide training and support to equip entrepreneurs and small businesses with the necessary skills and resources in today's tech-enabled environment. Currently, we have two temporary coworking spaces, but our ambition is to scale up and secure permanent leases for coworking spaces. Additionally, we aim to expand our market offer to assist more businesses in testing and trading their products.

One of Tree Shepherd's notable projects has been their involvement in large-scale regeneration projects in London, such as Elephant Castle and Canada Water. We understand that small independent businesses require resources, time, and support to navigate the complex challenges they face, enabling them to focus on the survival and growth of their businesses. Tree Shepherd exists to provide these businesses with the necessary support and, in collaboration with councils, developers, and the business community, to find solutions that facilitate the continuity of retailers who contribute to vibrant communities.

Tree Shepherd specifically works with predominantly female-owned and minority businesses, offering them training, space, and opportunities to thrive. With the ever-changing landscape in London over the next five years, Tree Shepherd aims to build upon existing work to create more inclusive and diverse local economies.

1751

**BUSINESSES ENGAGED WITH
OVER THE LAST 12 MONTHS**

A WORD FROM OUR CHAIR

Jonathan Clarke

Chair of the Board of Trustees



At Tree Shepherd, we are deeply committed to transforming the lives of individuals and fostering the growth of small independent businesses in four London boroughs: Southwark, Lewisham, Camden, and Lambeth.

As Chair of Tree Shepherd, I am delighted to introduce our latest Social Impact Report, which highlights the remarkable work we do and the significant benefits our clients experience.

Our vision at Tree Shepherd is to enrich local talent, entrepreneurs, and small businesses, enabling them to actively engage in their local economy. We do this by focussing on helping the long-term unemployed and small businesses in regeneration areas by developing employability and entrepreneurial skills.

We continuously implement strategies to address the challenges faced by startups and independent businesses, particularly in areas including skills gaps, business sustainability, and regeneration. Our community engagement and consultation strategies ensure that our services align with the needs and aspirations of local communities. By providing comprehensive business support and training programmes tailored to marginalised groups, we empower them with essential skills for success.

This report showcases our dedication to these principles and the profound impact we have made on the communities we serve.

I am proud of our team's unwavering commitment to fostering economic and social well-being, and I look forward to the continued growth and success of our clients.

Thank you for your support and partnership in this journey.

Warm regards, Jonathan Clarke Chair, Tree Shepherd

Our Trustees

Our Chair:

Jonathan Clarke lives in South East London, having moved to London from Northern Ireland over 30 years ago. He lives with his husband and cat. He works at a City Law Firm as Chief People Officer. He has led HR teams for the last 10 years and before that worked in the HR teams of various legal and consulting Firms. He is member of the Chartered Institute of Personnel and Development.

Cynthia Mukiwa, MBA, is a Finance and Risk professional who works in the insurance industry and has held consulting roles in the professional services firms. She also actively leads and participates in social enterprise initiatives of African diaspora to drive positive social change and empowerment in Africa. Cynthia contributes as part of a community of business professionals who assist entrepreneurs and start-ups in structuring and developing their business ideas.



Andrew Livingston is a portfolio finance director advising companies on developing management reporting systems, preparing for capital transactions, and enhancing forecasting capabilities.

Over twenty-five years' accounting experience, both in the UK and overseas, of which the last twenty has been at director level. Sectors worked in include property, light and heavy manufacturing, construction and consulting. Andrew is a member of the Chartered Institute of Management Accountants.

Simon Hall is a very experienced senior leader who's passionate about improving people's lives through better services, providing opportunity, creating and regenerating places and neighbourhoods. He has substantial project management and delivery experience and worked with a wide range of communities across a range of sectors and using a wide variety of methods.

His specialties include creating opportunity and new business connections in community and urban regeneration, resident involvement and worklessness programmes. He's been involved in managing community facilities, and working with multiple partners including Local Strategic Partnerships, public and voluntary sector groups.



OUR CLIENTS



LOCAL INDEPENDENT BUSINESS OWNERS / ENTREPRENEURS

Local independent business owners, in particular women led businesses and ethnic minority owned business. We are supporting them to grow or start their business.

We offer:

1. Affordable workspace of various sizes and market stalls.
2. Business Support through key business support partnerships, i.e. mentoring, workshops, training, access/signposting to financial support..
3. A voice in the regeneration of their local area.

- Developers / Landlords of various sizes, e.g. British Land, Berkley, Galliard.
- We offer:
 - Consultancy i.e. relocation strategies.
 - Opportunities to engage with local independent businesses and individuals.
 - Helping to achieve social value outcomes.
 - Supporting to create sustainable and diverse high street and town centres.



DEVELOPERS / LANDLORDS / LOCAL AUTHORITIES



ABOUT TREE SHEPHERD

VISION

Our vision at Tree Shepherd is to enrich individuals, entrepreneurs and small businesses, to enable them to actively be engaged in their local economy by providing them with the tools to get involved, scale up or get started.

MISSION

Tree Shepherd is on a mission to equalise the playing field, by providing training, networking and mentoring within regeneration areas. We want to close the gap between incoming and existing communities by supporting local investment and spending leaving behind a legacy of enduring social value and community prosperity.

HOW WE DO THIS

- Create Pathways and Opportunities
- Providing Training and mentoring
- We build networks and communities
- We provide Workspaces and Markets
- Work with Local Communities, Developers and Councils - we act as an intermediary to help everyone understand and respond to the unique challenges marginalised communities face.

357
Businesses engaged



OUR VALUES

- Nurture ambition and recognise the potential of individuals
- Promote respect, diversity and inclusion
- Create dynamic and innovative ideas
- Collaborate with others to create long-lasting partnerships
- Remain rooted in communities



STRATEGY

Tree Shepherd delivers grassroots economic development support to socially and economically marginalised communities in Lambeth, Southwark & Lewisham since 2011 (with charitable status awarded in 2019).

Tree Shepherd works across four areas:

- Training, mentoring and networking for unemployed, low income, marginalised individuals and businesses
- Offering truly affordable workspace
- Consultancy to developers, landlords and councils
- Creating local business forums to instigate change

64

**CLIENTS IN OUR AFFORDABLE
WORKSPACES**

75

**BUSINESSES RECEIVED
RELOCATION ADVICE**

TRAINING, MENTORING AND NETWORKING TO ENTREPRENEURS AND BUSINESSES

Courses to date:

- Start your own enterprise
 - Lead Generation
 - How to start a market stall
 - How to use social media
 - How to pitch your business
 - How to manage your money
 - Women in Enterprise networking
- among others

A barrier to business success is a lack of resources, not understanding the latest technology/trends and access to external counsel or a support network. At Tree Shepherd, we offer free support to entrepreneurs and businesses to keep them up to date, aid upskilling and support longevity.

Another key service we offer is mentoring, where we match experienced business people with members of the Tree Shepherd family. In some cases this business mentoring includes life coaching, this is especially helpful for women who have to juggle personal responsibilities as well as business obligations. To help cultivate business we also put on networking sessions to support peer-to-peer services.

“The one to one sessions have been amazing for me. When it’s just me and my mentor we can really talk about my situation and I’m able to identify my strengths and weaknesses , see what’s working and what isn’t and importantly get the guidance and advice to make the necessary changes.”



Nicola, owner of Little Sister Rocks

98

ATTENDEES ON A 'START YOUR OWN ENTERPRISE' COURSE IN THE LAST 12 MONTHS

OFFERS ACCESS TO AFFORDABLE MARKETS

We believe that having access to a workspace supports productivity, it also helps our clients to create some work/life balance and connect with the business community which supports ambition and growth.

Currently we host a monthly market at Surrey Quays shopping centre, on average we have 20 stallholders per month with 32 on the waiting list, **70% of stallholders are female and black-owned independent businesses** and on average each market receives 1,467 visitors.

What can market offer?

- The opportunity to have a stand in an area that is changing. This gives traders the opportunity to be PART of that change.
- Testing an idea / product
- Engaging with customers
- Networking
- Earning money
- Low risk
- advertising and developing a brand's image

70%

OF OUR STALLHOLDERS ARE FEMALE AND ARE BLACK OWNED INDEPENDENT BUSINESSES.



1,467

VISTORS ATTEND EACH TREE SHEPHERD MARKET



THRIVE

Thrive is the second in our affordable workspaces. Based in SE16 we offer office spaces of varying sizes, meeting rooms and a training room designed for start-up businesses- or those who have established themselves and value the support that our service can offer. We currently have a variety of clients with

- 55 of them being female
- 41 BAME

Our Services:

- Business mentoring sessions provided tailored advice, significantly contributing to member success.
- Workshops and events fostered collaboration and growth, showcasing Thrive's impact on the local economy and community.

Our key objectives are to support, nurture and maintain a diverse local business base, improving the local economy through collaborative networks, and creating and increasing local employment.



4
workshops
(73%BAME)

11
Market style events
focusing on black-led
women owned businesses



GLOWS

Everything we do at GLOWS is based on community, understanding and supporting individuals.

We provide workspaces for people who don't have access to the more traditional shared spaces- giving them the opportunity to explore self employment, create networks with likeminded individuals and be part of a supportive community.

GLOWS is a dynamic Space much loved by all our Members-*one big happy family*-who support each other through the highs and lows of working life. Whether it's the wonderful peaceful welcoming atmosphere, the great Makers space facilities or the talented and driven members themselves, GLOWS just has something that never fails to impress and inspire.

A few of our highlights:

GLOWS 'Open Studios' and organised a Show Case at Diverse Gifts for eight GLOWS Makers.

GLOWS Makers Showcase

We received a very generous donation of Seven Sewing Machine for The National Training Academy, which means we can run Sewing Workshop for large Groups of People -including upcycling sessions for local residents .



'Glow's has given me the space, opportunity and support that was otherwise unavailable to me'.

B- Glow's member and artist

25 Members

13 BAME

18 Female



INDEPENDENT BUSINESS RELOCATION PROGRAMME



Since 2017, Tree Shepherd has acted as a consultant to Southwark Council on the relocation strategy for Elephant & Castle, this offer has been extended across London and we now work with British Land at Canada Water, Galliard in Lewisham, Berkeley Homes in Peckham and Camden Council in Camden.

Our experience in multiple regeneration areas has revealed that our innovative methods and engagement with at-risk local business communities have opened doors for collaboration with developers who might otherwise face considerable challenges in partnering with these groups. Our offer includes relocation plans, grant management, creating traders association/business forums, stakeholder engagement and retail design consultancy.

CAMLEY STREET & LEEGATE

Tree Shepherd was commissioned by Galliard, the developers of the Leegate shopping centre to deliver a comprehensive business support and relocation programme for businesses moving from the site to new premises. This initiative aimed to ensure a smooth transition and future growth for the businesses vacating the site on 1st October 2024.

Tree Shepherd continues to provide one to one support in developing and implementing relocation and business growth plans for the numerous impacted businesses.

19

Businesses engaged with who successfully secured alternative premises.

15

Remained within Lewisham Borough

2

Ceased trading

CREATING LOCAL BUSINESS FORUMS TO INSTIGATE CHANGE

Tree Shepherd believes in the power of collective voice at a grassroots level; it has created a traders association in Elephant & Castle and a Forum in Peckham to bring together businesses big and small to help influence the changing landscape.

Local businesses that understand their community, are perfectly at place to revitalise the high street. We can leverage our current work to expand across London and the UK, ensuring businesses are protected during a redevelopment whilst simultaneously revitalising the high street.

How this differs from more strategic and formal groups, is it is locally-led, steered and managed by independent and small operators.



PECKHAM BUSINESS FORUM



August saw the launch of the Peckham Business Forum. This was possible through grant funding awarded by The High Street Challenge GLA funding via Mountview.

To date we have:

- **Established a functioning thriving committee.**
- **Produced a manifesto highlighting key changes required for small independent businesses within the Peckham area.**
- **Put in place training and business mentoring to support the growth and development of the forum.**

Southwark Council awarded further funding of £25k to continue the support of the Forum which in part supported the organisation of the PBF Winter Market.

Moving forward The aim is to work with the committee to develop a sustainable plan for growth - Plans include:

- **working closely with the council 'Town Centre' plans,**
- **Continuing our collaborative efforts with Berkeley Homes,**
- **Develop our connections with larger stores such as Primark who have recently joined the committee**



Peckham Festive Market



On December 7th 2024 despite many obstacles we hosted the inaugural Peckham Festive Market- and to say it was a success would be an understatement and not nearly do justice to the hard work, drive, determination and enthusiasm of our team.

It was beyond inspiring to see our community come together despite the weather and create a magical and festival day.

We had 40 traders plus the businesses along Rye lane offering the very best in food, gifts, artisanal treats, unique crafts and one-of-a-kind finds.

The market was a collective effort, it truly did take a village to make it happen and we'd like to thank each and every one of the individuals who contributed to a day that was not only festive but put our traders front and centre .

40

Traders PLUS the Rye Lane businesses

1000+

Individual visitors to the market

Peckham Festive Market

SATURDAY
07
DECEMBER
PECKHAM LEVELS AND RYE LANE

Local Traders
Live Music
Naughty Elves
Wreath Makers
Face Painters
Food Specials

10AM-5PM

17

Funded by
Southwark Council
Tree Shepherd

People

PEOPLE ARE AT THE HEART OF EVERYTHING WE DO.

ENTREPRENEURS
ESTABLISHED BUSINESSES
COUNCILS
DEVELOPERS.

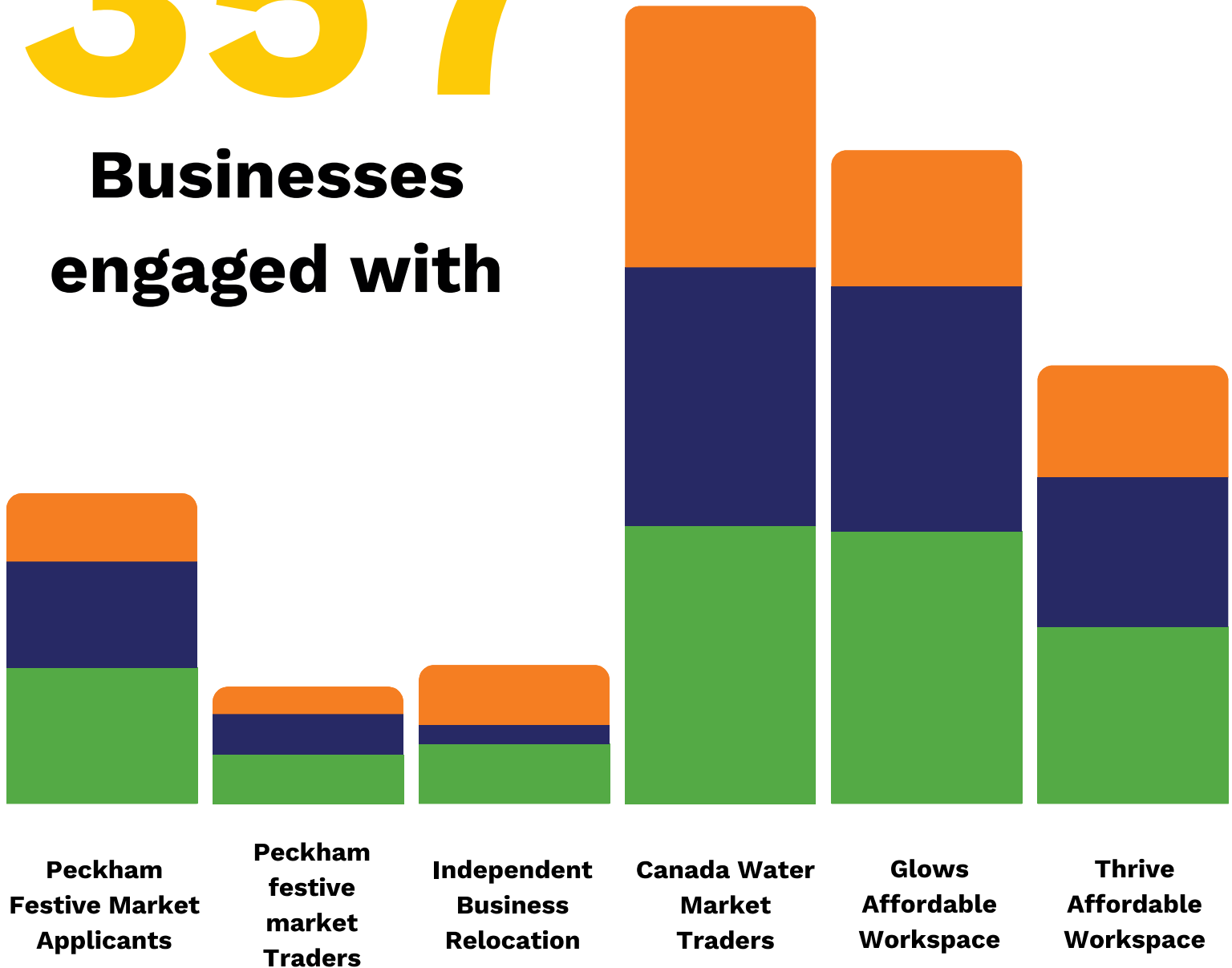
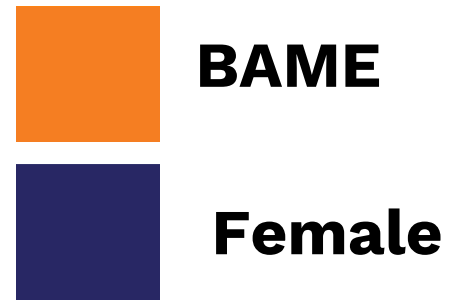
OUR MAGIC LIES IN OUR ABILITY TO WORK ACROSS AND **SUPPORT** STAKEHOLDERS AT EVERY LEVEL ALWAYS ENSURING THAT WHAT WE DO IS **CENTRED ON PEOPLE**- BECAUSE SUPPORTING PEOPLE IS WHAT HELPS A COMMUNITY TO NOT ONLY GROW BUT TO **THRIVE**.



Project beneficiaries

357

Businesses engaged with

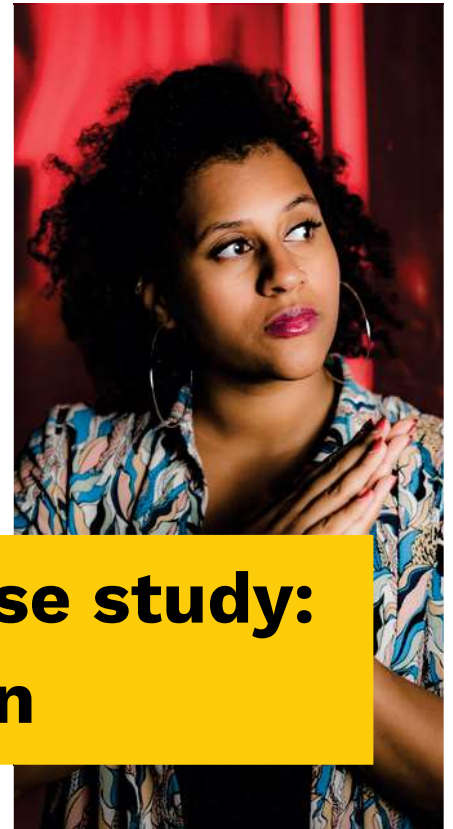


301 Female

244 BAME

Cherrelle is an ex-programme manager and Media Production graduate and took part in our Employ Yourself course hoping to gain some confidence and encouragement before taking the crucial first steps in building her own company for the very first time.

In this case study we asked Cherrelle to tell us in her own words a bit more about her, her experiences that have brought her to **Employ Yourself**, what she's gained by attending the course, and of course her hopes for the future-



Tree Shepherd client case study: Cherrelle Salmon

“I found out about the project through a close friend of mine. I have a Degree in Media Production and have an extensive employment history. In January 2022 I was working as a programme manager, but my passion for photography was calling. I knew I had to make a drastic change before I lost myself completely.

I've always loved listening to people's stories. I'm passionate about portrait and street photography, as a picture can tell a thousand words, particularly where people are concerned. That was it! I thought, that's the answer to changing my life and taking myself on a whole new trajectory. Scared that I may be making a huge mistake, but knowing that I couldn't go back to that zone of comforting distress, I took a leap of faith and jumped. I left that job a month later.

The barriers I faced before the project was that I was unsure if I had a good enough business

idea and feelings of self-doubt. Worries that leaving my job to start this venture may be the wrong one. Imposter syndrome. My initial goals were to get a better understanding of how business works, develop a business plan and whether I had a viable business idea.

The business course was a chance for me to see if I could really do it, to take the necessary steps to make changes in my life, no matter how uncomfortable.

I now have a better understanding of business and the ways in which my business is viable. Gaining the skills to be able to talk about my business through the elevator pitch tasks, gaining a better understanding of who my target market is, what makes my business idea unique etc., has given me the knowledge and the skills to take the next tangible steps on my journey.”

A Success Story



Tree
Shepherd

CANADA WATER

**Phillipinna
Prempeh**

A Canada Water
& Thrive success
story:



For the Canada Water development to work for everyone, a flourishing local economy will be vital.

Charity Tree Shepherd are on a mission to help entrepreneurs make this happen by establishing businesses to serve the community. Thrive, Tree Shepherd's affordable workspace located next to Tesco in Surrey Quays Shopping Centre, offers local businesspeople a place to call their base, along with advice and support to help their enterprises grow.

Independent Personal Protection Advisor Phillipina Prempeh has lived in the area for more than a decade and worked for several years in the Surrey Quays branch of Halifax. "This is where the root of my desire to help people understand their personal banking options began," she says. "I'm a well-known face within the community."

Having set up as a sole trader, she worked for a while out of an office in Barking, which she could afford but was out of her way. "I was driving through Surrey Quays and I saw a sign offering affordable workspace. I came down and spoke to Jamie-Lee from Tree Shepherd and it was all just seamless, a space was available and I took it. Now I'm back in the centre again – where it all began, offering advice within the Thrive office space." You can read the full interview with Phillipina [here](#)

Women in Enterprise

Building on the tremendous work we started in 23/24 with the Women in Enterprise high street recovery fund project, we continue to provide valuable training networking and market opportunities to female entrepreneurs.

Being involved with this project has allowed us to see first hand the ripple effect that our support can have. By developing skills confidence and connections we aren't only having a positive impact on the lives of entrepreneurial women but also their families and their communities. We look forward to continuing with this valuable work.

- 13 women attended our National Women Entrepreneurship Day Workshop.
- Delivered 6 one-to-one bespoke business mentoring sessions.
- Held 5 market events, with 93% black-led, women-owned



87

Thanks to the Thriving High Street Fund we were able to engage with and provide bespoke support to 87 female entrepreneurs helping them forge connections and grow their confidence

93%

Over the course of 5 market events we gave an opportunity to businesses of which 93% were Black led women owned.



ACKNOWLEDGEMENTS

We want to thank the numerous people and organisations that have and continue to help us achieve our goals over the last 12 months.

- Our Clients
- All the Charitable organisations that we work with
- Creative Impact Club, Peckham Business Forum, Time and Talent, HATCH, Safer Business Network, The Greater London Authority, Edukit, UAL, Mountview, London Borough of Southwark, Trust for London, Market Team at Southwark Council, Local Economies team Southwark Council, Big Local Works, Surrey Quays Shopping Centre, East London Business Advice, Three Hands, BUD Training
- All of our trainers and business mentors
- British Land / Canada Water and their continuing support and especially for their wonderful Lead Generation data
- Camden Council

WE THANK YOU
FOR YOUR CONTINUED SUPPORT IN
OUR PROGRAMMES

Registered number: 07847753

Charity number: 1184995

Tree Shepherd Ltd

REPORT OF THE TRUSTEES AND UNAUDITED ACCOUNTS

FOR THE YEAR ENDED 31/03/2024

Prepared By:
Accprof Ltd
59 Canterbury Road
North Harrow
HA1 4PD

**FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31/03/2024**

TRUSTEES

David Michael BROCKLEBANK
Jonathan Samuel James CLARKE
Simon John HALL
Andrew James LIVINGSTON
Cynthia Sophirina MUKIWA

REGISTERED OFFICE

1a Greenleaf Close
Tulse Hill
London
SW2 2HB

COMPANY NUMBER

07847753

CHARITY NUMBER

1184995

ACCOUNTANTS

Accprof Ltd
59 Canterbury Road
North Harrow
HA1 4PD

Tree Shepherd Ltd

**ACCOUNTS
FOR THE YEAR ENDED 31/03/2024**

CONTENTS

	Page
Report of the Trustees	3
Independent Examiner's Statement	7
Statement of Financial Activities	9
Balance Sheet	10
Notes to the Accounts	11 to 15
Detailed Statement of Financial Activities	14

FOR THE YEAR ENDED 31/03/2024

TRUSTEES' REPORT

The trustees present their report and accounts for the year ended 31/03/2024

PRINCIPAL ACTIVITIES

Tree Shepherd is a grassroots organisation that operates in Southwark, Lewisham, Camden and Lambeth, helping the long-term unemployed, and small independent business in regeneration areas develop employability and entrepreneurial skills. Through small-group training, mentorship, and access to meanwhile workspaces, we empower individuals, promote diversity, and create economic well-being

STRUCTURE GOVERNANCE AND MANAGEMENT

The company (no 07847753) was incorporated on 15th November 2011. In July 2018 it revised its constitution and on the 21st August 2019 it was formally recognised as a charitable company limited by guarantee (1184995). The charities affairs are governed by its Memorandum and Articles of Association which allows for any activities covered by its objectives without restriction. In the event of the company being wound up the maximum amount of each member will contribute is £1.

OUR VISION

Our vision at Tree Shepherd is to enrich local talent, entrepreneurs and small businesses, to enable them to actively be engaged in their local economy by providing them with the tools to get involved, scale up or get started.

Our Values

1. Nurture ambition and recognises the potential of individuals.
2. Promote respect, diversity, and inclusion.
3. Create dynamic and innovative ideas.
4. Collaborate with others to create long-lasting partnerships
5. Remain rooted in communities

As a charity our organisation continue to implement several strategies to address challenges faced by startups and independent businesses, particularly related to skills gaps, business sustainability and regeneration impact:

Our community engagement and consultation strategies enable active engagement with local communities, ensuring services align with their needs and aspirations. We continue to provide comprehensive business support and training programmes tailored to the needs of marginalised groups, empowering them with essential skills for success.

FOR THE YEAR ENDED 31/03/2024

TRUSTEES' REPORT

THE SCALE AND NATURE OF VOLUNTARY ACTIVITY

The voluntary activities of Tree Shepherd, particularly the provision of direct one-to-one business advice and support through their volunteer business mentors, offer several benefits. First, it allows Tree Shepherd to extend their reach and help more entrepreneurs by leveraging the expertise and knowledge of their dedicated mentors. These mentors generously volunteer their time and share their insights, providing valuable guidance to budding businesses.

Additionally, the volunteer hours provided by partnerships such as the Community Impact Hub supports our social impact activities contribute to the overall growth and impact of Tree Shepherd. By collaborating with organisations that share a commitment to social impact, Tree Shepherd taps into additional resources, expertise, and networks. This helps create a more robust support system for entrepreneurs, ultimately increasing their chances of success.

Overall, the voluntary activities enable Tree Shepherd to enhance our impact on the communities we serve. It demonstrates the power of collaboration and the importance of giving back to support social and economic development.

STRATEGIC REPORT

See Appendix 1 for full details (Tree Shepherd Trustees Social Impact Report 2023/ 24)

Our core activities are providing small-group training, business support and mentorship and access to an affordable workspace. Our vision is of a world where everybody has the self-belief, tools, and networks to actively participate in their local economy. We have become a vital community resource and helped 1000+ marginalized people to start businesses, generating 1200+ new jobs

In addition, we help the local communities we work with to promote businesses and help them grow. We believe by doing this, we can help people obtain long-term employment and improve the diversity of the area further.

The strategic objectives of Tree Shepherd are focused on promoting urban regeneration, relieving poverty and unemployment, advancing education, and training, and providing technical assistance and business advice to create training and employment opportunities. Specifically, their objectives include:

Promoting urban regeneration in the UK and internationally for the public benefit. Relieving poverty by supporting initiatives that address economic hardships.

Alleviating unemployment by providing training, retraining, and employment opportunities, particularly for unemployed individuals and those on low incomes.

Advancing education and training to empower individuals with the skills needed for sustainable employment.

Providing technical assistance, business advice, and consultancy to help unemployed individuals set up their own businesses or support existing social enterprises and businesses.

Creating training and employment opportunities by offering favorable terms on workspace, buildings, and land.

FOR THE YEAR ENDED 31/03/2024

TRUSTEES' REPORT

By pursuing these objectives, Tree Shepherd aims to make a positive social impact in their communities, empower individuals through training and employment, and contribute to urban regeneration efforts

PROGRAMME OVERVIEW

Women in Enterprise Training: Tree Shepherd has offered comprehensive support to 71 female entrepreneurs, focusing particularly on black and ethnic minority women. This initiative included individual mentoring and life-coaching, workshops, and activities to enhance mental health and overall wellbeing. Over a 12-month period, these women were equipped with the necessary tools to overcome challenges, become more resilient, and grow their businesses.

Thriving High Street Peckham Business Forum (PBF): Working with over 500 individual market traders and small independent businesses from minoritized groups, Tree Shepherd established a forum to offer business support, including mentoring and enterprise workshops. This forum is recognized by the community and key stakeholders as a strategic platform providing a voice for startups and small businesses affected by the cost of living. The inaugural Peckham Festive Market, supported by Tree Shepherd, Southwark Council, and the Forum, was a tremendous success, drawing over 1000 visitors and featuring 40+ independent traders. Plans are underway to make this a regular, possibly seasonal, event.

Relocation Programme & Business Support: Tree Shepherd is aiding 61 small independent businesses impacted by relocation due to regeneration efforts. The support provided aims to ensure the continuity of these businesses, including the employment of their staff.

Affordable Meanwhile Workspaces: Tree Shepherd offers affordable workspaces in Southwark and Lambeth, fostering a supportive environment for startup micro-businesses. These spaces enable individuals to apply the knowledge gained from enterprise training workshops and mentoring support, focusing on developing self-employment and entrepreneurial skills.

Southwark High Street Recovery Fund: Securing a grant, Tree Shepherd organised over 12 monthly market-style events targeting black and women-owned businesses in Canada Water. These events aim to encourage the community to return to the high street, offering participants access to business mentoring support and enterprise training to build their entrepreneurial skills.

Impact Summary: Through these initiatives, Tree Shepherd has significantly impacted marginalized individuals, communities, and businesses. By equipping people with essential skills, supporting startups, and fostering community collaboration, Tree Shepherd has contributed to local economic growth, increased job opportunities, and promoted diversity and inclusion. Our continuous efforts empower individuals, creating a more economically and socially resilient community.

RISK MANAGEMENT

A Governance Review has recently been completed. The board of trustees, as advised by the CEO and executive team, are responsible for managing the risks faced by the charity. Risks are identified and assessed within a risk matrix. This is reviewed annually, and mitigations and controls are established.

FOR THE YEAR ENDED 31/03/2024

TRUSTEES' REPORT

FINANCIAL REVIEW

The total income received during the year was £240,580.00 and the total expenditure for the year was £239,022.00. The total funds available as at 31/03/2024 was £106,415.00.

RESERVES POLICY

The charity aims to hold levels of unrestricted reserves of at least 3 months operating expenses. It is not the intention of the Trustees to accumulate reserves and the Trustees seek to apply all funds above the required level in accordance with the charity's stated objectives.

The report was prepared in accordance with the special provisions within Part 15 of the Companies Act 2006.

This report was approved by the Board of Trustees on 28/01/2025


Jonathan Clarke
Trustee

INDEPENDENT EXAMINER'S STATEMENT

FOR THE YEAR ENDED 31/03/2024

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF TREE SHEPHERD LTD

I report on the accounts of the company for the year ended 31/03/2024 .

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINER

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. I am qualified to undertake the examination by being a qualified member of The Institute of Financial Accountants .

Having satisfied myself that the charity is not subject to an audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

BASIS OF INDEPENDENT EXAMINERS STATEMENT

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

INDEPENDENT EXAMINERS STATEMENT

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

accounting records were not kept in accordance with section 386 of the Companies Act 2006; or

the accounts do not accord with such records; or

the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 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

the accounts have not been prepared in accordance with the Charities SORP (FRS102)

Sen Senthuran

**INDEPENDENT EXAMINER'S STATEMENT
FOR THE YEAR ENDED 31/03/2024**

Date: 29/01/2025

Accprof Ltd
59 Canterbury Road
North Harrow
HA1 4PD

**Statement of Financial Activities
for the year ended 31/03/2024**

	Unrestricted funds	Restricted funds	2024 Total	2023 Total
	£	£	£	£
Income				
Income from generated funds				
Income from charitable activities	240,580	-	240,580	189,466
Total Income and endowments	240,580	-	240,580	189,466
Expenses				
Costs of generating funds				
Expenditure on Raised funds	35,522	-	35,522	17,897
Expenditure on Charitable activities	203,500	-	203,500	170,808
Total Expenses	239,022	-	239,022	188,705
Net gains on investments				
Net Income	1,558	-	1,558	761
Gains/(losses) on revaluation of fixed assets				
Net movement in funds:				
Net income for the year	1,558	-	1,558	761
Total funds brought forward	104,857	-	104,857	104,096
Net funds carried forward	106,415	-	106,415	104,857

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

Tree Shepherd Ltd

BALANCE SHEET AT 31/03/2024

	Notes	2024 £	2023 £
FIXED ASSETS			
Tangible assets	2	932	1,242
CURRENT ASSETS			
Debtors (amounts falling due within one year)	3	79,673	46,768
Cash at bank and in hand		<u>145,425</u>	<u>170,179</u>
		225,098	216,947
CREDITORS: Amounts falling due within one year	4	<u>119,615</u>	<u>113,332</u>
NET CURRENT ASSETS		105,483	103,615
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>106,415</u>	<u>104,857</u>
CAPITAL AND RESERVES			
Unrestricted funds			
General fund	6	<u>106,415</u>	<u>104,857</u>
		<u>106,415</u>	<u>104,857</u>

For the year ending 31/03/2024 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit 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 have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the board of trustees on 28/01/2025 and signed on their behalf by



 Jonathan Clarke
 Trustee

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31/03/2024**

1. ACCOUNTING POLICIES

1a. Basis Of Accounting

The accounts have been prepared under the historical cost convention.

The accounts have been prepared in accordance with FRS102 - The Financial Reporting Standard applicable in the UK and Republic of Ireland and the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

1b. Incoming Resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

1c. Resources Expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

1d. Allocation And Apportionment Of Costs

All costs relate to the single activity of the charitable company and are recognised accordingly.

1e. Fund Accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Designated funds are funds set aside by the trustees out of unrestricted general funds for the specific future purposes or projects.

1f. Depreciation

Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives.

Equipment reducing balance 25%

1g. Turnover

Turnover represents the invoiced value of goods and services supplied by the company, net of value added tax and trade discounts.

2. TANGIBLE FIXED ASSETS

	Equipment £	Total £
Cost		
At 01/04/2023	7,679	7,679
At 31/03/2024	7,679	7,679
Depreciation		
At 01/04/2023	6,437	6,437
For the year	310	310
At 31/03/2024	6,747	6,747
Net Book Amounts		
At 31/03/2024	932	932
At 31/03/2023	1,242	1,242

3. DEBTORS

	2024 £	2023 £
Amounts falling due within one year:		
Trade debtors	73,485	36,348
VAT	6,188	9,179
Other debtors	-	393
	<u>79,673</u>	<u>45,920</u>

4. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade creditors	24,820	16,317
Taxation and social security	2,673	4,083
Other creditors	92,122	92,932
	<u>119,615</u>	<u>113,332</u>

5. LIMITED BY GUARANTEE

The company is limited by guarantee and does not have a share capital. Each member gives a guarantee to contribute a sum not exceeding £1, to the company should it be wound up. At 31/03/2024 there were 5 members.

6. UNRESTRICTED FUNDS

	Brought forward	Incoming resources	Outgoing resources	Transfers	Carried forward
	£	£	£	£	£
General fund	104,857	240,580	(239,022)	-	106,415
	<u>104,857</u>	<u>240,580</u>	<u>(239,022)</u>	<u>-</u>	<u>106,415</u>

7. RESTRICTED FUNDS

Brought forward	Incoming resources	Outgoing resources	Transfers	Carried forward
£	£	£	£	£

Tree Shepherd Ltd

**Incoming Resources
for the year ended 31/03/2024**

	2024	2023
	£	£
Incoming resources		
Incoming resources from generated funds		
	<u>240,580</u>	<u>189,466</u>
	<u>240,580</u>	<u>189,466</u>

Tree Shepherd Ltd

**Expenses
for the year ended 31/03/2024**

	2024	2023
	£	£
Expenses		
Costs of generating funds		
Costs Of Generating Voluntary Income		
Subcontractors	8,910	937
Tutors Fees	590	4,721
Venue and Events costs	26,022	12,239
	<u>35,522</u>	<u>17,897</u>
	<u>35,522</u>	<u>17,897</u>
 Charitable Activities		
Advertising and promotion	4,874	15,348
Travel	60	-
Insurance	3,756	5,465
Heat and light	9,795	6,731
Cleaning	1,270	748
Repairs and renewals	3,678	5,665
Wages - regular	127,808	109,040
Staff welfare	353	-
Training	321	50
IT and website costs	20,833	8,870
Accountancy fees	18,429	15,626
Professional fees	8,411	881
Stationery & office supplies	2,254	829
Telephone	1,150	888
Bank charges	198	253
Depreciation of equipment	310	414
	<u>203,500</u>	<u>170,808</u>
	<u>239,022</u>	<u>188,705</u>

Registered number: 07847753

Charity number: 1184995

Tree Shepherd Ltd

REPORT OF THE TRUSTEES AND UNAUDITED ACCOUNTS

FOR THE YEAR ENDED 31/03/2024

Prepared By:
Accprof Ltd
59 Canterbury Road
North Harrow
HA1 4PD

**FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31/03/2024**

TRUSTEES

David Michael BROCKLEBANK
Jonathan Samuel James CLARKE
Simon John HALL
Andrew James LIVINGSTON
Cynthia Sophirina MUKIWA

REGISTERED OFFICE

1a Greenleaf Close
Tulse Hill
London
SW2 2HB

COMPANY NUMBER

07847753

CHARITY NUMBER

1184995

ACCOUNTANTS

Accprof Ltd
59 Canterbury Road
North Harrow
HA1 4PD

Tree Shepherd Ltd

**ACCOUNTS
FOR THE YEAR ENDED 31/03/2024**

CONTENTS

	Page
Report of the Trustees	3
Independent Examiner's Statement	7
Statement of Financial Activities	9
Balance Sheet	10
Notes to the Accounts	11 to 15
Detailed Statement of Financial Activities	14

FOR THE YEAR ENDED 31/03/2024

TRUSTEES' REPORT

The trustees present their report and accounts for the year ended 31/03/2024

PRINCIPAL ACTIVITIES

Tree Shepherd is a grassroots organisation that operates in Southwark, Lewisham, Camden and Lambeth, helping the long-term unemployed, and small independent business in regeneration areas develop employability and entrepreneurial skills. Through small-group training, mentorship, and access to meanwhile workspaces, we empower individuals, promote diversity, and create economic well-being

STRUCTURE GOVERNANCE AND MANAGEMENT

The company (no 07847753) was incorporated on 15th November 2011. In July 2018 it revised its constitution and on the 21st August 2019 it was formally recognised as a charitable company limited by guarantee (1184995). The charities affairs are governed by its Memorandum and Articles of Association which allows for any activities covered by its objectives without restriction. In the event of the company being wound up the maximum amount of each member will contribute is £1.

OUR VISION

Our vision at Tree Shepherd is to enrich local talent, entrepreneurs and small businesses, to enable them to actively be engaged in their local economy by providing them with the tools to get involved, scale up or get started.

Our Values

1. Nurture ambition and recognises the potential of individuals.
2. Promote respect, diversity, and inclusion.
3. Create dynamic and innovative ideas.
4. Collaborate with others to create long-lasting partnerships
5. Remain rooted in communities

As a charity our organisation continue to implement several strategies to address challenges faced by startups and independent businesses, particularly related to skills gaps, business sustainability and regeneration impact:

Our community engagement and consultation strategies enable active engagement with local communities, ensuring services align with their needs and aspirations. We continue to provide comprehensive business support and training programmes tailored to the needs of marginalised groups, empowering them with essential skills for success.

FOR THE YEAR ENDED 31/03/2024

TRUSTEES' REPORT

THE SCALE AND NATURE OF VOLUNTARY ACTIVITY

The voluntary activities of Tree Shepherd, particularly the provision of direct one-to-one business advice and support through their volunteer business mentors, offer several benefits. First, it allows Tree Shepherd to extend their reach and help more entrepreneurs by leveraging the expertise and knowledge of their dedicated mentors. These mentors generously volunteer their time and share their insights, providing valuable guidance to budding businesses.

Additionally, the volunteer hours provided by partnerships such as the Community Impact Hub supports our social impact activities contribute to the overall growth and impact of Tree Shepherd. By collaborating with organisations that share a commitment to social impact, Tree Shepherd taps into additional resources, expertise, and networks. This helps create a more robust support system for entrepreneurs, ultimately increasing their chances of success.

Overall, the voluntary activities enable Tree Shepherd to enhance our impact on the communities we serve. It demonstrates the power of collaboration and the importance of giving back to support social and economic development.

STRATEGIC REPORT

See Appendix 1 for full details (Tree Shepherd Trustees Social Impact Report 2023/ 24)

Our core activities are providing small-group training, business support and mentorship and access to an affordable workspace. Our vision is of a world where everybody has the self-belief, tools, and networks to actively participate in their local economy. We have become a vital community resource and helped 1000+ marginalized people to start businesses, generating 1200+ new jobs

In addition, we help the local communities we work with to promote businesses and help them grow. We believe by doing this, we can help people obtain long-term employment and improve the diversity of the area further.

The strategic objectives of Tree Shepherd are focused on promoting urban regeneration, relieving poverty and unemployment, advancing education, and training, and providing technical assistance and business advice to create training and employment opportunities. Specifically, their objectives include:

Promoting urban regeneration in the UK and internationally for the public benefit. Relieving poverty by supporting initiatives that address economic hardships.

Alleviating unemployment by providing training, retraining, and employment opportunities, particularly for unemployed individuals and those on low incomes.

Advancing education and training to empower individuals with the skills needed for sustainable employment.

Providing technical assistance, business advice, and consultancy to help unemployed individuals set up their own businesses or support existing social enterprises and businesses.

Creating training and employment opportunities by offering favorable terms on workspace, buildings, and land.

FOR THE YEAR ENDED 31/03/2024

TRUSTEES' REPORT

By pursuing these objectives, Tree Shepherd aims to make a positive social impact in their communities, empower individuals through training and employment, and contribute to urban regeneration efforts

PROGRAMME OVERVIEW

Women in Enterprise Training: Tree Shepherd has offered comprehensive support to 71 female entrepreneurs, focusing particularly on black and ethnic minority women. This initiative included individual mentoring and life-coaching, workshops, and activities to enhance mental health and overall wellbeing. Over a 12-month period, these women were equipped with the necessary tools to overcome challenges, become more resilient, and grow their businesses.

Thriving High Street Peckham Business Forum (PBF): Working with over 500 individual market traders and small independent businesses from minoritized groups, Tree Shepherd established a forum to offer business support, including mentoring and enterprise workshops. This forum is recognized by the community and key stakeholders as a strategic platform providing a voice for startups and small businesses affected by the cost of living. The inaugural Peckham Festive Market, supported by Tree Shepherd, Southwark Council, and the Forum, was a tremendous success, drawing over 1000 visitors and featuring 40+ independent traders. Plans are underway to make this a regular, possibly seasonal, event.

Relocation Programme & Business Support: Tree Shepherd is aiding 61 small independent businesses impacted by relocation due to regeneration efforts. The support provided aims to ensure the continuity of these businesses, including the employment of their staff.

Affordable Meanwhile Workspaces: Tree Shepherd offers affordable workspaces in Southwark and Lambeth, fostering a supportive environment for startup micro-businesses. These spaces enable individuals to apply the knowledge gained from enterprise training workshops and mentoring support, focusing on developing self-employment and entrepreneurial skills.

Southwark High Street Recovery Fund: Securing a grant, Tree Shepherd organised over 12 monthly market-style events targeting black and women-owned businesses in Canada Water. These events aim to encourage the community to return to the high street, offering participants access to business mentoring support and enterprise training to build their entrepreneurial skills.

Impact Summary: Through these initiatives, Tree Shepherd has significantly impacted marginalized individuals, communities, and businesses. By equipping people with essential skills, supporting startups, and fostering community collaboration, Tree Shepherd has contributed to local economic growth, increased job opportunities, and promoted diversity and inclusion. Our continuous efforts empower individuals, creating a more economically and socially resilient community.

RISK MANAGEMENT

A Governance Review has recently been completed. The board of trustees, as advised by the CEO and executive team, are responsible for managing the risks faced by the charity. Risks are identified and assessed within a risk matrix. This is reviewed annually, and mitigations and controls are established.

FOR THE YEAR ENDED 31/03/2024

TRUSTEES' REPORT

FINANCIAL REVIEW

The total income received during the year was £240,580.00 and the total expenditure for the year was £239,022.00. The total funds available as at 31/03/2024 was £106,415.00.

RESERVES POLICY

The charity aims to hold levels of unrestricted reserves of at least 3 months operating expenses. It is not the intention of the Trustees to accumulate reserves and the Trustees seek to apply all funds above the required level in accordance with the charity's stated objectives.

The report was prepared in accordance with the special provisions within Part 15 of the Companies Act 2006.

This report was approved by the Board of Trustees on 28/01/2025


Jonathan Clarke
Trustee

INDEPENDENT EXAMINER'S STATEMENT

FOR THE YEAR ENDED 31/03/2024

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF TREE SHEPHERD LTD

I report on the accounts of the company for the year ended 31/03/2024 .

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINER

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. I am qualified to undertake the examination by being a qualified member of The Institute of Financial Accountants .

Having satisfied myself that the charity is not subject to an audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

BASIS OF INDEPENDENT EXAMINERS STATEMENT

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

INDEPENDENT EXAMINERS STATEMENT

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

accounting records were not kept in accordance with section 386 of the Companies Act 2006; or

the accounts do not accord with such records; or

the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 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

the accounts have not been prepared in accordance with the Charities SORP (FRS102)

Sen Senthuran

**INDEPENDENT EXAMINER'S STATEMENT
FOR THE YEAR ENDED 31/03/2024**

Date: 29/01/2025

Accprof Ltd
59 Canterbury Road
North Harrow
HA1 4PD

**Statement of Financial Activities
for the year ended 31/03/2024**

	Unrestricted funds	Restricted funds	2024 Total	2023 Total
	£	£	£	£
Income				
Income from generated funds				
Income from charitable activities	240,580	-	240,580	189,466
Total Income and endowments	240,580	-	240,580	189,466
Expenses				
Costs of generating funds				
Expenditure on Raised funds	35,522	-	35,522	17,897
Expenditure on Charitable activities	203,500	-	203,500	170,808
Total Expenses	239,022	-	239,022	188,705
Net gains on investments				
Net Income	1,558	-	1,558	761
Gains/(losses) on revaluation of fixed assets				
Net movement in funds:				
Net income for the year	1,558	-	1,558	761
Total funds brought forward	104,857	-	104,857	104,096
Net funds carried forward	106,415	-	106,415	104,857

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

Tree Shepherd Ltd

BALANCE SHEET AT 31/03/2024

	Notes	2024 £	2023 £
FIXED ASSETS			
Tangible assets	2	932	1,242
CURRENT ASSETS			
Debtors (amounts falling due within one year)	3	79,673	46,768
Cash at bank and in hand		<u>145,425</u>	<u>170,179</u>
		225,098	216,947
CREDITORS: Amounts falling due within one year	4	<u>119,615</u>	<u>113,332</u>
NET CURRENT ASSETS		105,483	103,615
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>106,415</u>	<u>104,857</u>
CAPITAL AND RESERVES			
Unrestricted funds			
General fund	6	<u>106,415</u>	<u>104,857</u>
		<u>106,415</u>	<u>104,857</u>

For the year ending 31/03/2024 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit 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 have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the board of trustees on 28/01/2025 and signed on their behalf by



 Jonathan Clarke
 Trustee

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31/03/2024**

1. ACCOUNTING POLICIES

1a. Basis Of Accounting

The accounts have been prepared under the historical cost convention.

The accounts have been prepared in accordance with FRS102 - The Financial Reporting Standard applicable in the UK and Republic of Ireland and the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

1b. Incoming Resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

1c. Resources Expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

1d. Allocation And Apportionment Of Costs

All costs relate to the single activity of the charitable company and are recognised accordingly.

1e. Fund Accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Designated funds are funds set aside by the trustees out of unrestricted general funds for the specific future purposes or projects.

1f. Depreciation

Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives.

Equipment reducing balance 25%

Tree Shepherd Ltd

1g. Turnover

Turnover represents the invoiced value of goods and services supplied by the company, net of value added tax and trade discounts.

2. TANGIBLE FIXED ASSETS

	Equipment	Total
	£	£
Cost		
At 01/04/2023	7,679	7,679
At 31/03/2024	<u>7,679</u>	<u>7,679</u>
Depreciation		
At 01/04/2023	6,437	6,437
For the year	310	310
At 31/03/2024	<u>6,747</u>	<u>6,747</u>
Net Book Amounts		
At 31/03/2024	<u>932</u>	<u>932</u>
At 31/03/2023	<u>1,242</u>	<u>1,242</u>

3. DEBTORS

	2024	2023
	£	£
Amounts falling due within one year:		
Trade debtors	73,485	36,348
VAT	6,188	9,179
Other debtors	-	393
	<u>79,673</u>	<u>45,920</u>

4. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade creditors	24,820	16,317
Taxation and social security	2,673	4,083
Other creditors	<u>92,122</u>	<u>92,932</u>
	<u>119,615</u>	<u>113,332</u>

5. LIMITED BY GUARANTEE

The company is limited by guarantee and does not have a share capital. Each member gives a guarantee to contribute a sum not exceeding £1, to the company should it be wound up. At 31/03/2024 there were 5 members.

6. UNRESTRICTED FUNDS

	Brought forward	Incoming resources	Outgoing resources	Transfers	Carried forward
	£	£	£	£	£
General fund	104,857	240,580	(239,022)	-	106,415
	<u>104,857</u>	<u>240,580</u>	<u>(239,022)</u>	<u>-</u>	<u>106,415</u>

7. RESTRICTED FUNDS

Brought forward	Incoming resources	Outgoing resources	Transfers	Carried forward
£	£	£	£	£

Tree Shepherd Ltd

**Incoming Resources
for the year ended 31/03/2024**

	2024	2023
	£	£
Incoming resources		
Incoming resources from generated funds		
	<u>240,580</u>	<u>189,466</u>
	<u>240,580</u>	<u>189,466</u>

Tree Shepherd Ltd

**Expenses
for the year ended 31/03/2024**

	2024	2023
	£	£
Expenses		
Costs of generating funds		
Costs Of Generating Voluntary Income		
Subcontractors	8,910	937
Tutors Fees	590	4,721
Venue and Events costs	26,022	12,239
	<u>35,522</u>	<u>17,897</u>
	<u>35,522</u>	<u>17,897</u>
Charitable Activities		
Advertising and promotion	4,874	15,348
Travel	60	-
Insurance	3,756	5,465
Heat and light	9,795	6,731
Cleaning	1,270	748
Repairs and renewals	3,678	5,665
Wages - regular	127,808	109,040
Staff welfare	353	-
Training	321	50
IT and website costs	20,833	8,870
Accountancy fees	18,429	15,626
Professional fees	8,411	881
Stationery & office supplies	2,254	829
Telephone	1,150	888
Bank charges	198	253
Depreciation of equipment	310	414
	<u>203,500</u>	<u>170,808</u>
	<u>239,022</u>	<u>188,705</u>

TREE SHEPHERD LTD

England & Wales - Charity number 1184995

Accounts

Registered number: 07847753
Charity number: 1184995

Tree Shepherd Ltd

**REPORT OF THE TRUSTEES AND UNAUDITED ACCOUNTS
FOR THE YEAR ENDED 31/03/2023**

Prepared By:
Accprof Ltd
59 Canterbury Road
Harrow
HA1 4PD

**FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31/03/2023**

TRUSTEES

David Michael BROCKLEBANK
Jonathan Samuel James CLARKE
Simon John HALL
Andrew James LIVINGSTON
Cynthia Sophirina MUKIWA

REGISTERED OFFICE

1a Greenleaf Close
Tulse Hill
London
SW2 2HB

COMPANY NUMBER

07847753

CHARITY NUMBER

1184995

ACCOUNTANTS

Accprof Ltd
59 Canterbury Road
Harrow
HA1 4PD

**ACCOUNTS
FOR THE YEAR ENDED 31/03/2023**

CONTENTS

	Page
Report of the Trustees	3
Independent Examiner's Statement	7
Statement of Financial Activities	9
Balance Sheet	10
Notes to the Accounts	11 to 16
Detailed Statement of Financial Activities	15

**FOR THE YEAR ENDED 31/03/2023
TRUSTEES' REPORT**

The trustees present their report and accounts for the year ended 31/03/2023

PRINCIPAL ACTIVITIES

Tree Shepherd is a grassroots organisation that operates in Southwark, Lewisham, Camden and Lambeth, helping the long-term unemployed and small independent business in regeneration areas develop employability and entrepreneurial skills. Through small-group training, mentorship, and access to meanwhile workspaces, we empower individuals, promote diversity, and create economic well-being.

STRUCTURE GOVERNANCE AND MANAGEMENT

The company (no 07847753) was incorporated on 15th November 2011. In July 2018 it revised its constitution and on the 21st August 2019 it was formally recognised as a charitable company limited by guarantee (1184995). The charities affairs are governed by its Memorandum and Articles of Association which allows for any activities covered by its objectives without restriction. In the event of the company being wound up the maximum amount of each member will contribute is £1.

OUR VISION

Our Vision

We transform communities, bringing the talent of local people and local enterprises into collaborative networks creating employment, resilience, and economic wellbeing.

Our Values

1. Nurture ambition and recognises the potential of individuals.
2. Promote respect, diversity, and inclusion.
3. Create dynamic and innovative ideas.
4. Collaboration

As a charity our organisation continue to implement several strategies to address challenges faced by startups and independent businesses, particularly related to skills gaps, business sustainability and regeneration impact:

Tree Shepherd has become a vital community resource, assisting over 500 marginalised individuals in starting businesses and generating new jobs. By engaging with local communities and promoting businesses, Tree Shepherd bring employment opportunities and enhance diversity in the areas we work with.

Our community engagement and consultation strategies enable active engagement with local communities, ensuring services align with their needs and aspirations. We continue to provide comprehensive business support and training programmes tailored to the needs of marginalised groups, empowering them with essential skills for success.

THE SCALE AND NATURE OF VOLUNTARY ACTIVITY

The voluntary activities of Tree Shepherd, particularly the provision of direct one-to-one business advice and support through their volunteer business mentors, offer several benefits. First, it allows Tree Shepherd to extend their reach and help more entrepreneurs by leveraging the expertise and knowledge of their dedicated mentors. These mentors generously volunteer their time and share their insights, providing valuable guidance to budding businesses.

FOR THE YEAR ENDED 31/03/2023
TRUSTEES' REPORT

Additionally, the volunteer hours provided by partnerships supporting social impact activities contribute to the overall growth and impact of Tree Shepherd. By collaborating with organisations that share a commitment to social impact, Tree Shepherd can tap into additional resources, expertise, and networks. This helps create a more robust support system for entrepreneurs, ultimately increasing their chances of success.

Overall, the voluntary activities enable Tree Shepherd to enhance our impact on the communities we serve. It demonstrates the power of collaboration and the importance of giving back to support social and economic development.

STRATEGIC REPORT

Organisation Objectives

Our core activities are providing small-group training, business support and mentorship and access to an affordable workspace. Our vision is of a world where everybody has the self-belief, tools, and networks to actively participate in their local economy. We have become a vital community resource and helped 900+ marginalized people to start businesses, generating 1200+ new jobs.

In addition, we help the local communities we work with to promote businesses and help them grow. We believe by doing this, we can help people obtain long-term employment and improve the diversity of the area further.

The strategic objectives of Tree Shepherd are focused on promoting urban regeneration, relieving poverty and unemployment, advancing education, and training, and providing technical assistance and business advice to create training and employment opportunities. Specifically, their objectives include:

Promoting urban regeneration in the UK and internationally for the public benefit.

Relieving poverty by supporting initiatives that address economic hardships.

Alleviating unemployment by providing training, retraining, and employment opportunities, particularly for unemployed individuals and those on low incomes.

Advancing education and training to empower individuals with the skills needed for sustainable employment.

Providing technical assistance, business advice, and consultancy to help unemployed individuals set up their own businesses or support existing social enterprises and businesses.

Creating training and employment opportunities by offering favorable terms on workspace, buildings, and land.

By pursuing these objectives, Tree Shepherd aims to make a positive social impact in their communities, empower individuals through training and employment, and contribute to urban regeneration efforts.

MAIN AREAS OF ACTIVITY

Women in Enterprise Training: Tree Shepherd provided comprehensive support to 71 female entrepreneurs, with a particular focus on those from black and ethnic minority backgrounds. This support included individual mentoring and life-coaching, workshops, and activities to improve mental health and overall wellbeing. The goal was to equip these women with the tools they needed to overcome challenges, become more resilient, and grow their businesses over a 12-month period

FOR THE YEAR ENDED 31/03/2023
TRUSTEES' REPORT

Thriving High Street Peckham Business Forum (PBF): working with 500+ individual market traders and small independent business from minoritised groups Tree Shepherd set up a forum designed to give provide business support including mentoring and enterprise workshops . his forum has gained acceptance from the community and key stakeholders as a strategic opportunity to provide a voice for start-ups and small business impacted by cost of living

Relocation Programme & Business Support : 61 small independent businesses impacted by the need to relocate to new areas as a result of regeneration are receiving business support and advice. The aim is to assist in enabling the future of their businesses including employment of staff.

Affordable Meanwhile Workspaces: Tree Shepherd provides meanwhile affordable workspaces in Southwark and Lambeth, creating a supportive environment for startup micro-businesses. Through these spaces individuals have an opportunity to implement the learning from our enterprise training workshops and mentoring support and focus on developing their self-employment and entrepreneurial skills.

Southwark High Street Recovery Fund: Tree Shepherd secured a grant to organise over 12 monthly market-style events. These events target black and women-owned businesses in Canada Water, aiming to encourage people to return to the high street. The participant has access to business mentoring support and enterprise training to build their entrepreneurial skills.

Through its initiatives and projects, Tree Shepherd has positively impacted the lives of marginalised individuals, communities, and businesses. By equipping individuals with skills, supporting startups, and fostering community collaboration, Tree Shepherd has contributed to the growth of the local economy, increased job opportunities, and promoted diversity and inclusion. Our efforts continue to empower individuals and create a more economically and socially resilient community.

RISK MANAGEMENT

The board of trustees, as advised by the CEO and executive team, are responsible for managing the risks faced by the charity. Risks are identified and assessed within a risk matrix. This is reviewed annually and mitigations and controls are established.

FINANCIAL REVIEW

The total income received during the year was £189,466.00 and the total expenditure for the year was £188,705.00. The total funds available as at 31/03/2023 was £104,857.00.

RESERVES POLICY

The charity aims to hold levels of unrestricted reserves of at least 3 months operating expenses. It is not the intention of the Trustees to accumulate reserves and the Trustees seek to apply all funds above the required level in accordance with the charity's stated objectives.

The report was prepared in accordance with the special provisions within Part 15 of the Companies Act 2006.

FOR THE YEAR ENDED 31/03/2023
TRUSTEES' REPORT

This report was approved by the Board of Trustees on 14/12/2023

David Michael BROCKLEBANK
Trustee

A handwritten signature in black ink, consisting of a stylized 'D' followed by a 'B' and a long horizontal line extending to the right.

INDEPENDENT EXAMINER'S STATEMENT

FOR THE YEAR ENDED 31/03/2023

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF TREE SHEPHERD LTD

I report on the accounts of the company for the year ended 31/03/2023 .

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINER

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. I am qualified to undertake the examination by being a qualified member of The Institute of Financial Accountants .

Having satisfied myself that the charity is not subject to an audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

BASIS OF INDEPENDENT EXAMINERS STATEMENT

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

INDEPENDENT EXAMINERS STATEMENT

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

accounting records were not kept in accordance with section 386 of the Companies Act 2006; or

the accounts do not accord with such records; or

the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 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

the accounts have not been prepared in accordance with the Charities SORP (FRS102)

Sen Senthuran
.....

**INDEPENDENT EXAMINER'S STATEMENT
FOR THE YEAR ENDED 31/03/2023**

Date:

Accprof Ltd
59 Canterbury Road
Harrow
HA1 4PD

Tree Shepherd Ltd

**Statement of Financial Activities
for the year ended 31/03/2023**

			2023	2022
	Unrestric	Restrict	Total	Total
	ted funds	d funds	£	£
	£	£	£	£
Income				
Income from generated funds				
Income from charitable activities	83,384	106,082	189,466	197,324
Total Income and endowments	83,384	106,082	189,466	197,324
Expenses				
Costs of generating funds				
Expenditure on Raised funds	17,897	-	17,897	26,526
Expenditure on Charitable activities	51,816	118,992	170,808	170,794
Total Expenses	69,713	118,992	188,705	197,320
Net gains on investments				
Net Income	13,671	(12,910)	761	4
Gains/(losses) on revaluation of fixed assests				
Net movement in funds:				
Net income for the year	13,671	(12,910)	761	4
Total funds brought forward	91,186	12,910	104,096	104,092
Net funds carried forward	104,857	-	104,857	104,096

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

Tree Shepherd Ltd

BALANCE SHEET AT 31/03/2023

	Notes	2023 £	2022 £
FIXED ASSETS			
Tangible assets	3	1,242	1,656
CURRENT ASSETS			
Debtors (amounts falling due within one year)	4	46,768	16,779
Cash at bank and in hand		<u>170,179</u>	<u>164,170</u>
		216,947	180,949
CREDITORS: Amounts falling due within one year	5	<u>113,332</u>	<u>78,509</u>
NET CURRENT ASSETS		<u>103,615</u>	<u>102,440</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>104,857</u>	<u>104,096</u>
CAPITAL AND RESERVES			
Unrestricted funds	7		
General fund		104,857	91,186
Restricted funds	8	<u>-</u>	<u>12,910</u>
		<u>104,857</u>	<u>104,096</u>

For the year ending 31/03/2023 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit 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 have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the board of trustees on 14/12/2023 and signed on their behalf by

.....
David Michael BROCKLEBANK
Trustee

The image shows two handwritten signatures in black ink. The first signature is a stylized 'DM' and the second is a more complex signature, likely belonging to another trustee. A long horizontal line is drawn across the bottom of the signatures.

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31/03/2023**

1. ACCOUNTING POLICIES

1a. Basis Of Accounting

The accounts have been prepared under the historical cost convention.

The accounts have been prepared in accordance with FRS102 - The Financial Reporting Standard applicable in the UK and Republic of Ireland and the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

1b. Incoming Resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

1c. Resources Expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

1d. Allocation And Apportionment Of Costs

All costs relate to the single activity of the charitable company and are recognised accordingly.

1e. Fund Accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Designated funds are funds set aside by the trustees out of unrestricted general funds for the specific future purposes or projects.

1f. Depreciation

Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives.

Equipment

reducing balance 25%

1g. Pension Costs

The company operates a defined contribution pension scheme. The pension charge represents the amounts payable by the company to the fund in respect of the year.

1h. Turnover

Turnover represents the invoiced value of goods and services supplied by the company, net of value added tax and trade discounts.

2. PENSION CONTRIBUTIONS

	2023	2022
	£	£
Pension contributions	-	422
	<u>-</u>	<u>422</u>
	<u>-</u>	<u>422</u>

3. TANGIBLE FIXED ASSETS

	Equipment	Total
	£	£
Cost		
At 01/04/2022	7,679	7,679
At 31/03/2023	<u>7,679</u>	<u>7,679</u>
Depreciation		
At 01/04/2022	6,023	6,023
For the year	414	414
At 31/03/2023	<u>6,437</u>	<u>6,437</u>
Net Book Amounts		
At 31/03/2023	<u>1,242</u>	<u>1,242</u>
At 31/03/2022	<u>1,656</u>	<u>1,656</u>

Tree Shepherd Ltd

4. DEBTORS

	2023	2022
	£	£
Amounts falling due within one year:		
Trade debtors	36,348	11,618
VAT	9,179	4,980
Other debtors	<u>393</u>	<u>181</u>
	<u><u>45,920</u></u>	<u><u>16,779</u></u>

5. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade creditors	16,317	13,111
Taxation and social security	4,083	4,294
Other creditors	<u>92,932</u>	<u>61,104</u>
	<u><u>113,332</u></u>	<u><u>78,509</u></u>

6. LIMITED BY GUARANTEE

The company is limited by guarantee and does not have a share capital. Each member gives a guarantee to contribute a sum not exceeding £1, to the company should it be wound up. At 31/03/2023 there were 5 members.

7. UNRESTRICTED FUNDS

	Brought forward	Incoming resources	Outgoing resources	Transfers	Carried forward
	£	£	£	£	£
General fund	<u>91,186</u>	<u>83,384</u>	<u>(69,713)</u>	<u>-</u>	<u>104,857</u>
	<u><u>91,186</u></u>	<u><u>83,384</u></u>	<u><u>(69,713)</u></u>	<u><u>-</u></u>	<u><u>104,857</u></u>

8. RESTRICTED FUNDS

Brought forward	Incoming resources	Outgoing resources	Transfers	Carried forward
£	£	£	£	£
12,910	106,082	(118,992)	-	-
<u>12,910</u>	<u>106,082</u>	<u>(118,992)</u>	<u>-</u>	<u>-</u>

Tree Shepherd Ltd

**Incoming Resources
for the year ended 31/03/2023**

	2023	2022
	£	£
Incoming resources		
Incoming resources from generated funds		
	<u>189,466</u>	<u>197,324</u>
	<u>189,466</u>	<u>197,324</u>

Tree Shepherd Ltd

Expenses
for the year ended 31/03/2023

	2023	2022
	£	£
Expenses		
Costs of generating funds		
Costs Of Generating Voluntary Income		
Subcontractors	937	3,010
Tutors Fees	4,721	930
Venue and Events costs	12,239	22,586
	<u>17,897</u>	<u>26,526</u>
	<u>17,897</u>	<u>26,526</u>
Charitable Activities		
Advertising and promotion	15,348	7,056
Travel	-	20
Insurance	5,465	1,918
Heat and light	6,731	5,476
Cleaning	748	879
Repairs and renewals	5,665	497
Wages - regular	109,040	107,892
Pension contributions	-	422
Staff welfare	-	162
Training	50	50
IT and website costs	8,870	10,825
Accountancy fees	15,626	14,585
Professional fees	881	18,481
Stationery & office supplies	829	720
Telephone	888	1,062
Bank charges	253	197
Depreciation of equipment	414	552
	<u>170,808</u>	<u>170,794</u>
	<u>188,705</u>	<u>197,320</u>

TREE SHEPHERD LTD

England & Wales - Charity number 1184995

Accounts

Registered number: 07847753

Charity number: 1184995

Tree Shepherd Ltd

**REPORT OF THE TRUSTEES AND UNAUDITED ACCOUNTS
FOR THE YEAR ENDED 31/03/2022**

Prepared By:

Accprof Ltd
Financial Accountants
59 Canterbury Road
North Harrow
HA1 4PD

**FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31/03/2022**

TRUSTEES

David Michael BROCKLEBANK
Jonathan Samuel James CLARKE
Simon John HALL
Andrew James LIVINGSTON
Cynthia Sophirina MUKIWA

REGISTERED OFFICE

1a Greenleaf Close
Tulse Hill
London
SW2 2HB

COMPANY NUMBER

07847753

CHARITY NUMBER

1184995

ACCOUNTANTS

Accprof Ltd
Financial Accountants
59 Canterbury Road
North Harrow
HA1 4PD

**ACCOUNTS
FOR THE YEAR ENDED 31/03/2022**

CONTENTS

	Page
Report of the Trustees	3
Independent Examiner's Statement	5
Statement of Financial Activities	7
Balance Sheet	8
Notes to the Accounts	9 to 14
Detailed Statement of Financial Activities	13

FOR THE YEAR ENDED 31/03/2022

TRUSTEES' REPORT

The trustees present their report and accounts for the year ended 31/03/2022

PRINCIPAL ACTIVITIES

The principal activities of the charity in the year under review was enterprise training, business support and practical help targeting marginalized communities and underrepresented groups. .

STRUCTURE GOVERNANCE AND MANAGEMENT

The company (no 07847753) was incorporated on 15th November 2011. In July 2018 it revised its constitution and on the 21st August 2019 it was formally recognised as a charitable company limited by guarantee (1184995). The charities affairs are governed by its Memorandum and Articles of Association which allows for any activities covered by its objectives without restriction. In the event of the company being wound up the maximum amount of each member will contribute is £1.

THE SCALE AND NATURE OF VOLUNTARY ACTIVITY

The emergence of COVID 19 resulted in significant changes to the way services were delivered – with training and business advice sessions being delivered on-line . One of our, key objectives, continues to be providing direct one to one business advice and support which delivered through the huge generosity of our team of volunteer business mentors.

STRATEGIC REPORT

Organisation Objectives

The Charity's objects are specifically restricted to the following:

Promotion for the public benefit of urban regeneration in the uk and internationally:

The relief of poverty.

The relief of unemployment.

The advancement of education, training or retraining, particularly among unemployed people and people on low incomes.

The provision of technical assistance, business advice or consultancy in order to provide training and employment opportunities for unemployed people in cases of financial or other charitable need through help in: 1. setting up their own business; or 2. to existing social enterprises and business.

The creation of training and employment opportunities by the provision of workspace, buildings, and/or land for use on favourable terms

ACTIVITIES OF THE CHARITY

The charity provides support in the form of workshops, seminars and one to one coaching/mentoring to mainly low-income and/or otherwise disadvantaged people who are looking to start their own business and to more established businesses who are experiencing extreme disruption or challenge through changes in their local environment. We also provide low-cost affordable workspace to early stage businesses resident in Tulse Hill or Canada Water which is subsidized to some extent by other businesses who rent on a more commercial basis.

FOR THE YEAR ENDED 31/03/2022

TRUSTEES' REPORT

MAIN AREAS OF ACTIVITY

The main area of activity includes the provision of business mentoring and advice, training, access to affordable workspace and networking events. This includes working with residents, market traders and independent businesses in Peckham and Surrey Quays to create a forum and provide business mentoring, advice and training.

Enterprise Training Course: working with unemployed, low-income residents, and young people aged 18-to 30 and tenants living in social housing across Lambeth, Southwark, Croydon, Hammersmith & Fulham

Thrive and Glows Workspace was brought back into community use by Tree Shepherd. The projects provide desk units for new start-ups on low-income or unemployed residents. Supported by British Land, Lambeth Council and the Tulse Hill TRA this project has become a much-needed resource for local residents

RISK MANAGEMENT

The board of trustees, as advised by the CEO and executive team, are responsible for managing the risks faced by the charity. Risks are identified and assessed within a risk matrix. This is reviewed annually and mitigations and controls are established.

FINANCIAL REVIEW

The total income received during the year was £197,324.00 and the total expenditure for the year was £197,320.00. The total funds available as at 31/03/2022 was £104,096 of which £12,910.00 was restricted funds.

RESERVES POLICY

The charity aims to hold levels of unrestricted reserves of at least 3 months operating expenses. It is not the intention of the Trustees to accumulate reserves and the Trustees seek to apply all funds above the required level in accordance with the charity's stated objectives.

The report was prepared in accordance with the special provisions within Part 15 of the Companies Act 2006.

This report was approved by the Board of Trustees on 08/12/2022

David Michael BROCKLEBANK
Trustee

INDEPENDENT EXAMINER'S STATEMENT

FOR THE YEAR ENDED 31/03/2022

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF TREE SHEPHERD LTD

I report on the accounts of the company for the year ended 31/03/2022 .

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINER

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. I am qualified to undertake the examination by being a qualified member of The Institute of Financial Accountants .

Having satisfied myself that the charity is not subject to an audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

BASIS OF INDEPENDENT EXAMINERS STATEMENT

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

INDEPENDENT EXAMINERS STATEMENT

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

accounting records were not kept in accordance with section 386 of the Companies Act 2006; or

the accounts do not accord with such records; or

the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 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

the accounts have not been prepared in accordance with the Charities SORP (FRS102)

.....

INDEPENDENT EXAMINER'S STATEMENT

FOR THE YEAR ENDED 31/03/2022

Date:

Accprof Ltd
Financial Accountants
59 Canterbury Road
North Harrow
HA1 4PD

**Statement of Financial Activities
for the year ended 31/03/2022**

	Unrestricted funds	Restricted funds	2022 Total	2021 Total
	£	£	£	£
Income				
Income from generated funds				
Income from charitable activities	176,414	20,910	197,324	374,374
Total Income and endowments	176,414	20,910	197,324	374,374
Expenses				
Costs of generating funds				
Expenditure on Raised funds	26,526	-	26,526	62,428
Expenditure on Charitable activities	159,718	11,076	170,794	272,323
Total Expenses	186,244	11,076	197,320	334,751
Net gains on investments				
Net Income	(9,830)	9,834	4	39,623
Gains/(losses) on revaluation of fixed assets				
Net movement in funds:				
Net income for the year	(9,830)	9,834	4	39,623
Total funds brought forward	101,016	3,076	104,092	24,845
Net funds carried forward	91,186	12,910	104,096	64,468

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

BALANCE SHEET AT 31/03/2022

	Notes	2022 £	2021 £
FIXED ASSETS			
Tangible assets	3	1,656	2,208
CURRENT ASSETS			
Debtors (amounts falling due within one year)	4	16,779	22,098
Cash at bank and in hand		<u>164,170</u>	<u>239,134</u>
		180,949	261,232
CREDITORS: Amounts falling due within one year	5	<u>78,509</u>	<u>159,349</u>
NET CURRENT ASSETS		<u>102,440</u>	<u>101,883</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>104,096</u>	<u>104,091</u>
CAPITAL AND RESERVES			
Unrestricted funds			
General fund	7	91,186	101,015
Restricted funds	8	<u>12,910</u>	<u>3,076</u>
		<u>104,096</u>	<u>104,091</u>

For the year ending 31/03/2022 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit 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 have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the board of trustees on 08/12/2022 and signed on their behalf by

.....
David Michael BROCKLEBANK
Trustee

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31/03/2022**

1. ACCOUNTING POLICIES

1a. Basis Of Accounting

The accounts have been prepared under the historical cost convention.

The accounts have been prepared in accordance with FRS102 - The Financial Reporting Standard applicable in the UK and Republic of Ireland and the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

1b. Incoming Resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

1c. Resources Expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

1d. Allocation And Apportionment Of Costs

All costs relate to the single activity of the charitable company and are recognised accordingly.

1e. Fund Accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Designated funds are funds set aside by the trustees out of unrestricted general funds for the specific future purposes or projects.

1f. Depreciation

Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives.

Equipment

reducing balance 25%

1g. Pension Costs

The company operates a defined contribution pension scheme. The pension charge represents the amounts payable by the company to the fund in respect of the year.

1h. Turnover

Turnover represents the invoiced value of goods and services supplied by the company, net of value added tax and trade discounts.

2. PENSION CONTRIBUTIONS

	2022	2021
	£	£
Pension contributions	422	15,213
	<u>422</u>	<u>15,213</u>

3. TANGIBLE FIXED ASSETS

	Equipment	Total
	£	£
Cost		
At 01/04/2021	7,679	7,679
At 31/03/2022	<u>7,679</u>	<u>7,679</u>
Depreciation		
At 01/04/2021	5,471	5,471
For the year	552	552
At 31/03/2022	<u>6,023</u>	<u>6,023</u>
Net Book Amounts		
At 31/03/2022	<u>1,656</u>	<u>1,656</u>
At 31/03/2021	<u>2,208</u>	<u>2,208</u>

4. DEBTORS

	2022	2021
	£	£
Amounts falling due within one year:		
Trade debtors	11,618	21,877
VAT	4,980	-
Other debtors	181	221
	16,779	22,098

5. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade creditors	13,111	8,163
Taxation and social security	4,294	10,722
Other creditors	61,104	140,464
	78,509	159,349

6. LIMITED BY GUARANTEE

The company is limited by guarantee and does not have a share capital. Each member gives a guarantee to contribute a sum not exceeding £1, to the company should it be wound up. At 31/03/2022 there were 5 members.

7. UNRESTRICTED FUNDS

	Brought forward	Incoming resources	Outgoing resources	Transfers	Carried forward
	£	£	£	£	£
General fund	101,016	176,414	(186,244)	-	91,186
	101,016	176,414	(186,244)	-	91,186

8. RESTRICTED FUNDS

Brought forward	Incoming resources	Outgoing resources	Transfers	Carried forward
£	£	£	£	£
3,076	20,910	(11,076)	-	12,910
<u>3,076</u>	<u>20,910</u>	<u>(11,076)</u>	<u>-</u>	<u>12,910</u>

Tree Shepherd Ltd

**Incoming Resources
for the year ended 31/03/2022**

	2022	2021
	£	£
Incoming resources		
Incoming resources from generated funds	<u>197,324</u>	<u>374,374</u>
	<u>197,324</u>	<u>374,374</u>

Expenses
for the year ended 31/03/2022

	2022	2021
	£	£
Expenses		
Costs of generating funds		
Costs Of Generating Voluntary Income		
Subcontractors	3,010	9,524
Tutors Fees	930	3,123
Venue and Events costs	22,586	49,781
	<u>26,526</u>	<u>62,428</u>
	<u>26,526</u>	<u>62,428</u>
Charitable Activities		
GLOWS- Clothworkers	-	7,086
Advertising and promotion	7,056	1,486
Travel	20	182
Insurance	1,918	3,127
Heat and light	5,476	4,832
Cleaning	879	576
Repairs and renewals	497	4,005
Wages - regular	107,892	185,519
Pension contributions	422	15,213
Staff welfare	162	40
Training	50	2,656
IT and website costs	10,825	20,667
Accountancy fees	14,585	14,115
Professional fees	18,481	8,740
Stationery & office supplies	720	1,076
Telephone	1,062	2,133
Bank charges	197	134
Depreciation of equipment	552	736
	<u>170,794</u>	<u>272,323</u>
	<u>197,320</u>	<u>334,751</u>

TREE SHEPHERD LTD

England & Wales - Charity number 1184995

Accounts

Registered number: 07847753

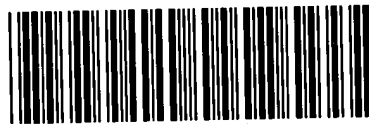
Charity number: 1184995

Tree Shepherd Ltd

**REPORT OF THE TRUSTEES AND UNAUDITED ACCOUNTS
FOR THE YEAR ENDED 31/03/2021**

Prepared By:
Accprof Ltd
Financial Accountants
59 Canterbury Road
North Harrow, HA1 4PD

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22/12/2021

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COMPANIES HOUSE

**FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31/03/2021**

TRUSTEES

David Michael BROCKLEBANK
Jonathan Samuel James CLARKE
Simon John HALL
Andrew James LIVINGSTON
Cynthia Sophirina MUKIWA

REGISTERED OFFICE

1a Greenleaf Close
Tulse Hill
London
SW2 2HB

COMPANY NUMBER

07847753

CHARITY NUMBER

1184995

ACCOUNTANTS

Accprof Ltd
Financial Accountants
59 Canterbury Road
North Harrow, HA1 4PD

Tree Shepherd Ltd

ACCOUNTS
FOR THE YEAR ENDED 31/03/2021

CONTENTS

	Page
Report of the Trustees	3
Independent Examiner's Statement	6
Statement of Financial Activities	8
Balance Sheet	9
Notes to the Accounts	10 to 15
Detailed Statement of Financial Activities	14

FOR THE YEAR ENDED 31/03/2021

TRUSTEES' REPORT

The trustees present their report and accounts for the year ended 31/03/2021

PRINCIPAL ACTIVITIES

The principal activity of the charity in the year under review was *The principal activity of the charity in the year under review was enterprise training, business support and practical help targeting marginalized communities and underrepresented groups.*

STRUCTURE GOVERNANCE AND MANAGEMENT

The company (no 07847753) was incorporated on 15th November 2011. In July 2018 it revised its constitution and on the 21st August 2019 it was formally recognised as a charitable company limited by guarantee (1184995). The charities affairs are governed by its Memorandum and Articles of Association which allows for any activities covered by its objectives without restriction. In the event of the company being wound up the maximum amount of each member will contribute is £1.

THE SCALE AND NATURE OF VOLUNTARY ACTIVITY

The emergence of COVID 19 resulted in significant changes to the way services were delivered – with training and business advice sessions being delivered on-line . *One of our, key objectives, continues to be providing direct one to one business advice and support which delivered through the huge generosity of our team of volunteer business mentors.*

STRATEGIC REPORT

Organisation Objectives

The Charity's objects are specifically restricted to the following:

Promotion for the public benefit of urban regeneration in the uk and internationally:

The relief of poverty.

The relief of unemployment.

The advancement of education, training or retraining, particularly among unemployed people and people on low incomes.

The provision of technical assistance, business advice or consultancy in order to provide training and employment opportunities for unemployed people in cases of financial or other charitable need through help in: 1. setting up their own business; or 2. to existing social enterprises and business.

The creation of training and employment opportunities by the provision of workspace, buildings, and/or land for use on favourable terms

ACTIVITIES OF THE CHARITY

The charity provides support in the form of workshops, seminars and one to one coaching/mentoring to mainly low-income and/or otherwise disadvantaged people who are looking to start their own business and to more established businesses who are experiencing extreme disruption or challenge through changes in their local environment. We also provide low-cost affordable workspace to early stage businesses resident in Tulse Hill or Canada Water which is subsidized to some extent by other businesses who rent on a more commercial basis.

FOR THE YEAR ENDED 31/03/2021

TRUSTEES' REPORT

MAIN AREAS OF ACTIVITY

This includes the provision of business mentoring and advice, training, and access to affordable workspace. This includes:

Elephant and Castle Regeneration Southwark: providing online business support and advice to market traders and business owners relocating from the shopping center which closed on Sept 2020

Enterprise Training Courses: several Start Your Own Enterprise courses delivered to unemployed, low-income residents, tenants living in social housing across Lambeth, Croydon, Southwark, and Westminster

Thrive & Glows Workspace: providing desks and units for new start-ups from low -income or unemployed residents. Members can rent desks, meeting and training rooms or maker space. The spaces were brought back into community use by Tree Shepherd with support from British Land, Lambeth Council and Tulse Hill Tenant Association and has become a much-needed resource for local people.

Church Street, Regeneration Westminster: to support businesses under stress from a large regeneration programme and to support new startups in the area.

RISK MANAGEMENT

The board of trustees, as advised by the CEO and executive team, are responsible for managing the risks faced by the charity. Risks are identified and assessed within a risk matrix. This is reviewed six monthly and mitigations and controls are established.

FINANCIAL REVIEW

The total income received during the year was £374,374.00 and the total expenditure for the year was £334,751.00. The total funds available as at 31/03/2021 was £104,091 of which £3,076.00 was restricted funds.

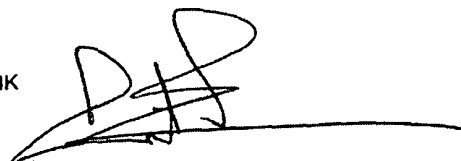
RESERVES POLICY

The charity aims to hold levels of unrestricted reserves of at least 3 months operating expenses. It is not the intention of the Trustees to accumulate reserves and the Trustees seek to apply all funds above the required level in accordance with the charity's stated objectives.

The report was prepared in accordance with the special provisions within Part 15 of the Companies Act 2006.

This report was approved by the Board of Trustees on 17/12/2021

David Michael BROCKLEBANK
Trustee



Tree Shepherd Ltd

FOR THE YEAR ENDED 31/03/2021

TRUSTEES' REPORT

INDEPENDENT EXAMINER'S STATEMENT

FOR THE YEAR ENDED 31/03/2021

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF TREE SHEPHERD LTD

I report on the accounts of the company for the year ended 31/03/2021 .

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINER

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of The Institute of Financial Accountants .

Having satisfied myself that the charity is not subject to an audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

BASIS OF INDEPENDENT EXAMINERS STATEMENT

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

INDEPENDENT EXAMINERS STATEMENT

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

accounting records were not kept in accordance with section 386 of the Companies Act 2006; or

the accounts do not accord with such records; or

the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 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

the accounts have not been prepared in accordance with the Charities SORP (FRS102)

Tree Shepherd Ltd



**INDEPENDENT EXAMINER'S STATEMENT
FOR THE YEAR ENDED 31/03/2021**

Date: 21/12/21

Accprof Ltd
Financial Accountants
59 Canterbury Road
North Harrow, HA1 4PD

Tree Shepherd Ltd

**Statement of Financial Activities
for the year ended 31/03/2021**

	Unrestricted funds	Restricted funds	2021 Total	2020 Total
	£	£	£	£
Income				
Income from generated funds				
Income from charitable activities	212,598	161,776	374,374	322,155
Total Income and endowments	<u>212,598</u>	<u>161,776</u>	<u>374,374</u>	<u>322,155</u>
Expenses				
Costs of generating funds				
Expenditure on Raised funds	(101,495)	163,923	62,428	32,849
Expenditure on Charitable activities	272,323	-	272,323	273,591
Total Expenses	<u>170,828</u>	<u>163,923</u>	<u>334,751</u>	<u>306,440</u>
Net gains on investments				
Net Income	41,770	(2,147)	39,623	15,715
Gains/(losses) on revaluation of fixed assets				
Net movement in funds:				
Net income for the year	<u>41,770</u>	<u>(2,147)</u>	<u>39,623</u>	<u>15,715</u>
Total funds brought forward	59,245	5,223	64,468	48,753
Net funds carried forward	<u>101,015</u>	<u>3,076</u>	<u>104,091</u>	<u>64,468</u>

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

Tree Shepherd Ltd

BALANCE SHEET AT 31/03/2021

	Notes	2021 £	2020 £
FIXED ASSETS			
Tangible assets	3	2,208	2,944
CURRENT ASSETS			
Debtors (amounts falling due within one year)	4	22,098	51,952
Cash at bank and in hand		<u>239,134</u>	<u>154,095</u>
		261,232	206,047
CREDITORS: Amounts falling due within one year	5	<u>159,349</u>	<u>144,523</u>
NET CURRENT ASSETS		<u>101,883</u>	<u>61,524</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>104,091</u>	<u>64,468</u>
CAPITAL AND RESERVES			
Unrestricted funds			
General fund	7	101,015	59,245
Restricted funds	8	<u>3,076</u>	<u>5,223</u>
		<u>104,091</u>	<u>64,468</u>

For the year ending 31/03/2021 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit 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 have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the board of trustees on 17/12/2021 and signed on their behalf by



David Michael BROCKLEBANK
Trustee

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31/03/2021**

1. ACCOUNTING POLICIES

1a. Basis Of Accounting

The accounts have been prepared under the historical cost convention.

The accounts have been prepared in accordance with FRS102 - The Financial Reporting Standard applicable in the UK and Republic of Ireland and the Companies Act 2006 and the requirements of the Statement of Recommended Practice, *Accounting and Reporting by Charities*.

1b. Incoming Resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

1c. Resources Expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

1d. Allocation And Apportionment Of Costs

All costs relate to the single activity of the charitable company and are recognised accordingly.

1e. Fund Accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Designated funds are funds set aside by the trustees out of unrestricted general funds for the specific future purposes or projects.

1f. Depreciation

Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives.

Equipment reducing balance 25%

Tree Shepherd Ltd

1g. Pension Costs

The company operates a defined contribution pension scheme. The pension charge represents the amounts payable by the company to the fund in respect of the year.

1h. Turnover

Turnover represents the invoiced value of goods and services supplied by the company, net of value added tax and trade discounts.

2. PENSION CONTRIBUTIONS

	2021	2020
	£	£
Pension contributions	15,213	8,399
	<u>15,213</u>	<u>8,399</u>

3. TANGIBLE FIXED ASSETS

	Equipment	Total
	£	£
Cost		
At 01/04/2020	7,679	7,679
At 31/03/2021	<u>7,679</u>	<u>7,679</u>
Depreciation		
At 01/04/2020	4,735	4,735
For the year	736	736
At 31/03/2021	<u>5,471</u>	<u>5,471</u>
Net Book Amounts		
At 31/03/2021	<u>2,208</u>	<u>2,208</u>
At 31/03/2020	<u>2,944</u>	<u>2,944</u>

Tree Shepherd Ltd

4. DEBTORS	2021	2020
	£	£
Amounts falling due within one year:		
Trade debtors	21,877	51,952
Other debtors	<u>221</u>	<u>-</u>
	<u><u>22,098</u></u>	<u><u>51,952</u></u>

5. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Trade creditors	8,163	12,686
Taxation and social security	10,722	16,687
Other creditors	<u>140,464</u>	<u>115,150</u>
	<u><u>159,349</u></u>	<u><u>144,523</u></u>

6. LIMITED BY GUARANTEE

The company is limited by guarantee and does not have a share capital. Each member gives a guarantee to contribute a sum not exceeding £1, to the company should it be wound up. At 31/03/2021 there were 5 members.

7. UNRESTRICTED FUNDS

	Brought forward	Incoming resources	Outgoing resources	Transfers	Carried forward
	£	£	£	£	£
General fund	59,245	212,597	(170,827)	-	101,015
	<u>59,245</u>	<u>212,597</u>	<u>(170,827)</u>	<u>-</u>	<u>101,015</u>

Tree Shepherd Ltd

8. RESTRICTED FUNDS

Brought forward	Incoming resources	Outgoing resources	Transfers	Carried forward
£	£	£	£	£
5,223	161,776	(163,923)	-	3,076
<u>5,223</u>	<u>161,776</u>	<u>(163,923)</u>	<u>-</u>	<u>3,076</u>

Tree Shepherd Ltd

Incoming Resources
for the year ended 31/03/2021

	2021	2020
	£	£
Incoming resources		
Incoming resources from generated funds	<u>374,374</u>	<u>322,155</u>
	<u>374,374</u>	<u>322,155</u>

Tree Shepherd Ltd

**Expenses
for the year ended 31/03/2021**

	2021	2020
	£	£
Expenses		
Costs of generating funds		
Costs Of Generating Voluntary Income		
Subcontractors	9,524	17,433
Tutors Fees	3,123	10,005
Venue and Events costs	49,781	5,411
	<u>62,428</u>	<u>32,849</u>
	<u>62,428</u>	<u>32,849</u>
Charitable Activities		
GLOWS- Clothworkers	7,086	9,206
Advertising and promotion	1,486	3,320
Travel	182	587
Insurance	3,127	1,205
Heat and light	4,832	2,306
Rent	-	2,992
Cleaning	576	1,149
Repairs and renewals	4,005	3,899
Wages - regular	185,519	197,995
Pension contributions	15,213	8,399
Staff welfare	40	1,401
Training	2,656	1,500
IT and website costs	20,667	20,850
Accountancy fees	14,115	11,515
Professional fees	8,740	1,280
Stationery & office supplies	1,076	971
Telephone	2,133	3,605
Bank charges	134	429
Depreciation of equipment	736	982
	<u>272,323</u>	<u>273,591</u>
	<u>334,751</u>	<u>306,440</u>