

TREE SHEPHERD TRUSTEES SOCIAL IMPACT REPORT

2023-2024



Tree
Shepherd

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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.

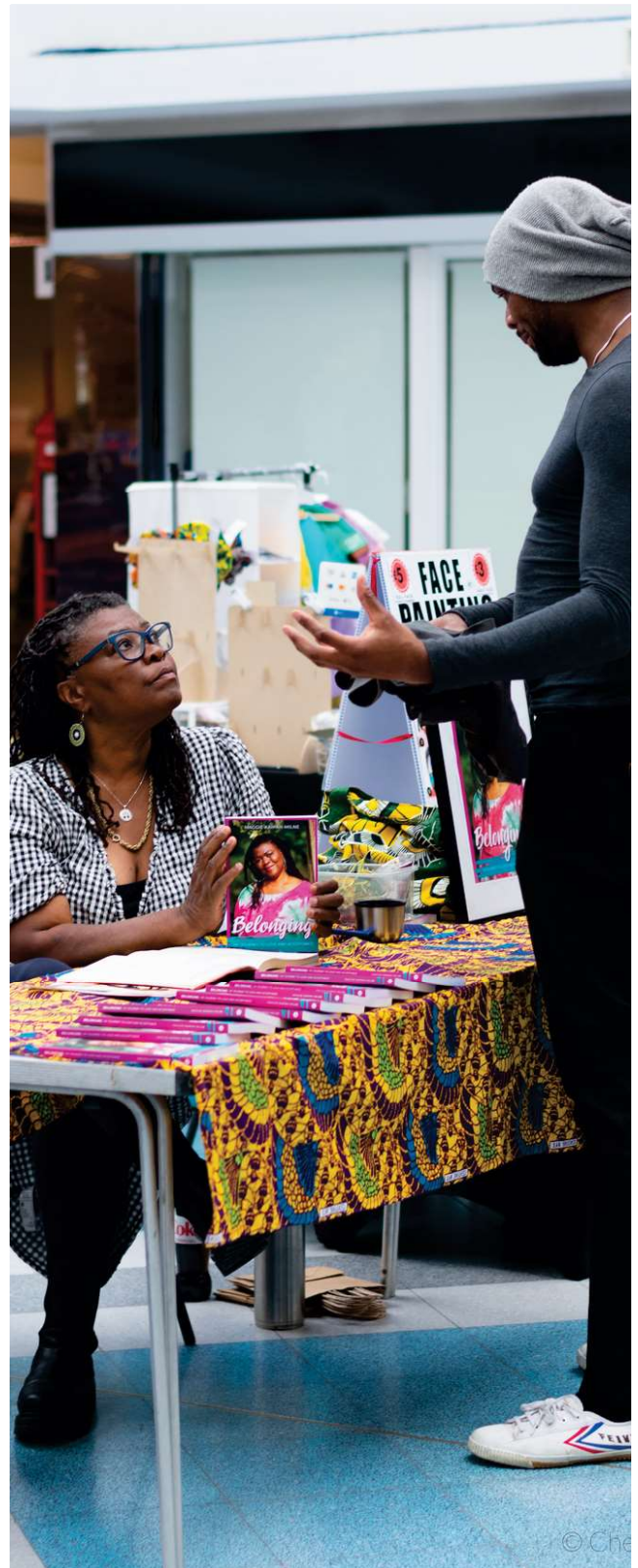
Currently we host a monthly market at Surrey Quays shopping centre, on average we have 20 stallholders per month with 32 on the waiting list, **70% of stallholders are female and black-owned independent businesses** and on average each market receives 1,467 visitors.

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



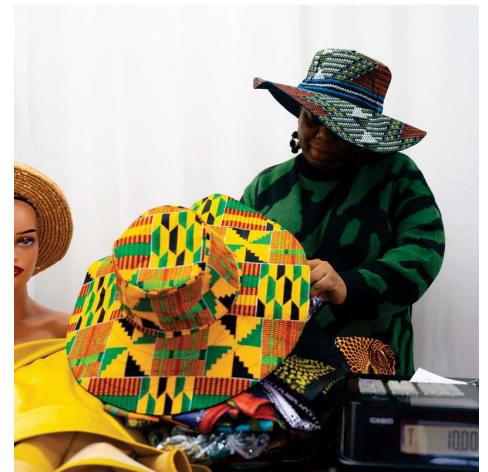
THRIVE

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 .



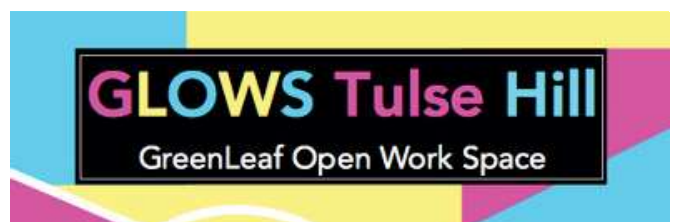
'Glow's has given me the space, opportunity and support that was otherwise unavailable to me'.

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.





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.

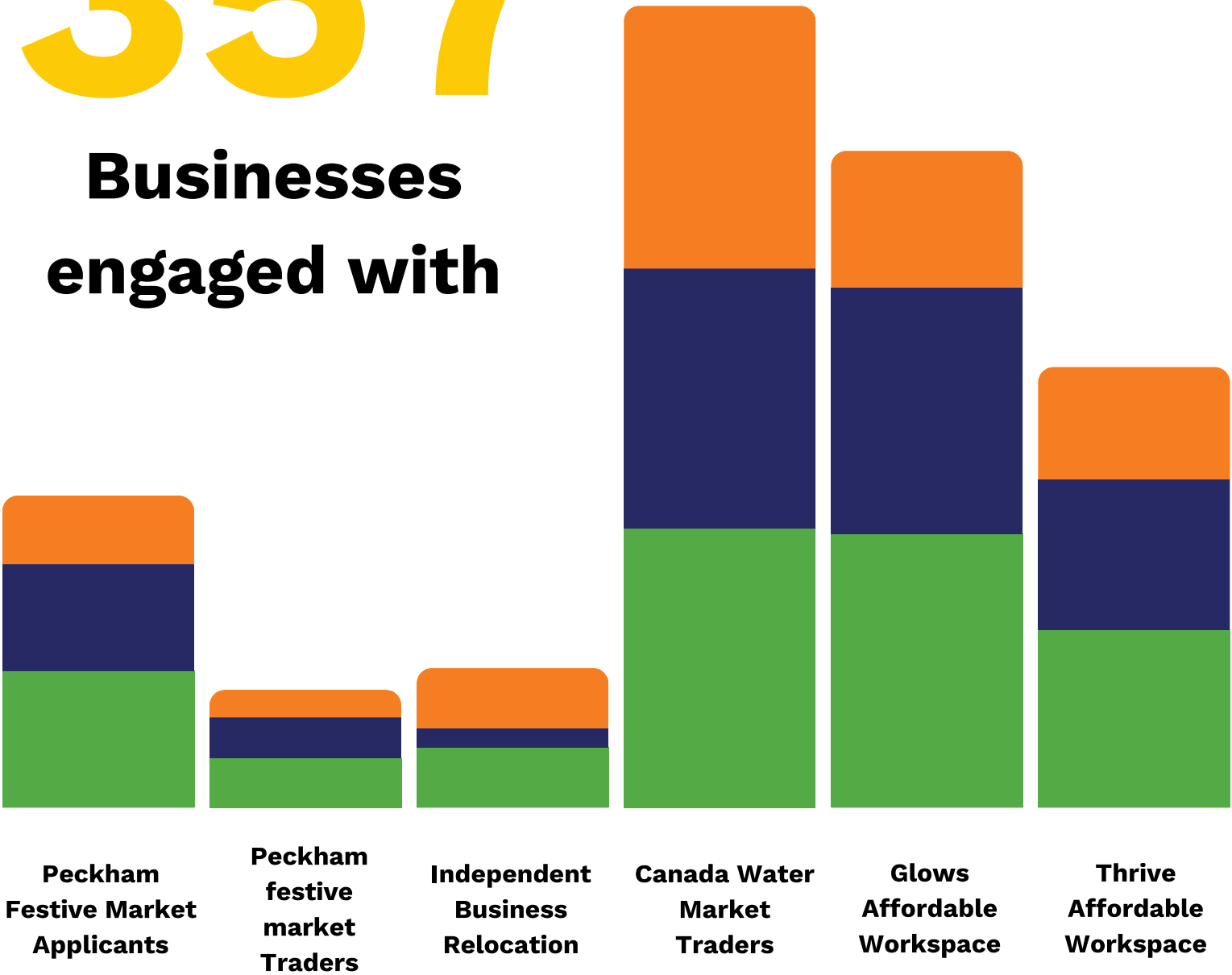
OUR MAGIC LIES IN OUR ABILITY TO WORK ACROSS AND **SUPPORT** STAKEHOLDERS AT EVERY LEVEL ALWAYS ENSURING THAT WHAT WE DO IS **CENTRED ON PEOPLE**- BECAUSE SUPPORTING PEOPLE IS WHAT HELPS A COMMUNITY TO NOT ONLY GROW BUT TO **THRIVE**.



Project beneficiaries

357

Businesses engaged with

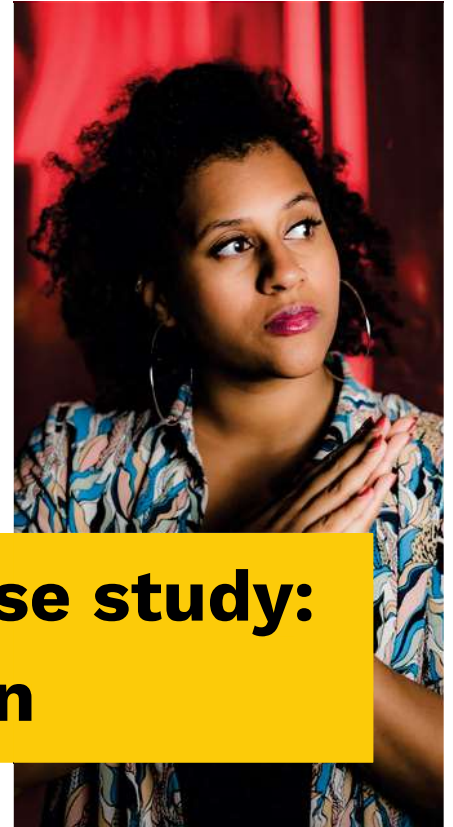


301 Female

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.

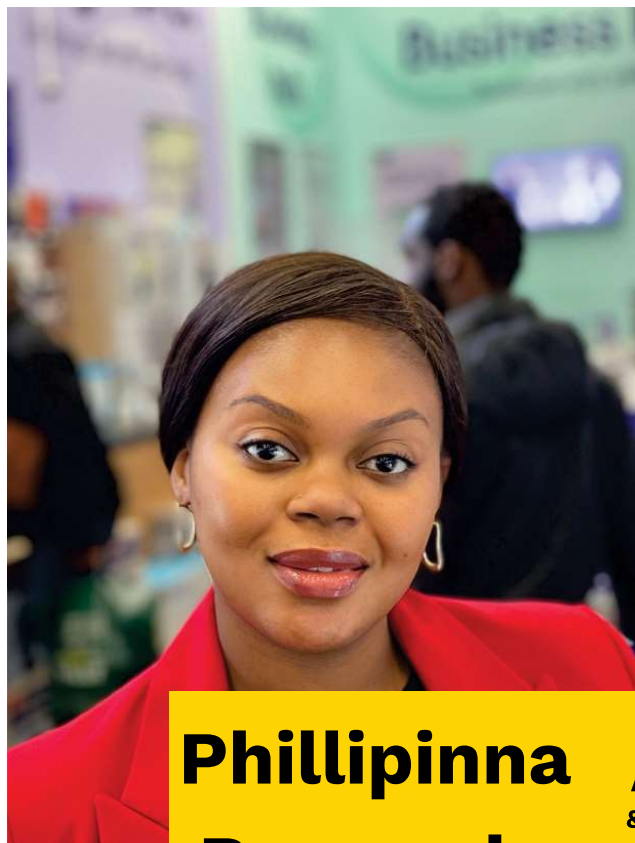
The barriers I faced before the project was that I was unsure if I had a good enough business

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



**Phillipinna
Prempeh**

A Canada Water
& Thrive success
story:



Tree
Shepherd

CANADA WATER



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**

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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 | 6 | | |
| General fund | | <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**

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| Statement of Financial Activities | 9 |
| Balance Sheet | 10 |
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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 | 6 | | |
| General fund | | <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.

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

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

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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 £ |
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| Trade creditors | 24,820 | 16,317 |
| Taxation and social security | 2,673 | 4,083 |
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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> |
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| 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 |
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| 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> |