

LONDON (UK) CHAPTER OF THE LINKS, INCORPORATED

England & Wales · Charity number 1185612

Details

Status Registered

Legal form Charitable company

Company number [11928227](#)

Registered 2019-10-03

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

Contact

Address London (UK) Chapter Of The Links
71-75 Shelton Street
London
WC2H 9JQ

Phone 02033718206

Email info@londonlinksinc.org.uk

Website www.londonlinksinc.org.uk

Activities

Objects: 1) TO ADVANCE EDUCATION AND RELIEVE UNEMPLOYMENT, IN PARTICULAR BUT NOT EXCLUSIVELY AMONGST PERSONS OF AFRICAN ANCESTRY LIVING IN THE UK IN SUCH WAYS AS THE TRUSTEES THINK FIT INCLUDING: PROVIDING MENTORING, ASSISTING WITH ACCESS TO FURTHER EDUCATION OR THE WORKPLACE, PROVIDING WORKSHOPS, SEMINARS, WORK PLACEMENTS, PROVIDING AND ASSISTING IN THE PROVISION OF ARTS AND LANGUAGE STUDY OPPORTUNITIES AND THE PROVISION OF GRANTS AND BURSARIES.2) TO PROMOTE GOOD PHYSICAL AND MENTAL HEALTH, IN PARTICULAR BUT NOT EXCLUSIVELY AMONGST PERSONS OF AFRICAN ANCESTRY LIVING IN THE UK IN SUCH WAYS AS THE TRUSTEES THINK FIT INCLUDING THROUGH THE PROVISION OF INFORMATION, ADVICE, ACCESS TO SPORTING ACTIVITIES AND OTHER SUPPORT INCLUDING FINANCIAL SUPPORT.3) THE RELIEF OF THOSE IN NEED, BY REASON OF YOUTH, AGE, ILL-HEALTH, DISABILITY OR FINANCIAL HARDSHIP IN PARTICULAR BUT NOT EXCLUSIVELY AMONGST PERSONS OF AFRICAN ANCESTRY LIVING IN THE UK IN SUCH WAYS AS THE TRUSTEES THINK FIT.4) TO ADVANCE SUCH OTHER CHARITABLE PURPOSES (ACCORDING TO THE LAW OF ENGLAND AND WALES) AS THE TRUSTEES SEE FIT FROM TIME TO TIME.

Activities: Our principal services: Creating opportunities for exposure to visual and performing arts Delivering mental and physical health and well-being education Providing group and personalised mentoring support Coaching for university applications, interviews and CV/professional statement writing Curating work experience opportunities Offering career focused field trips and talks

Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Services
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty
- **Who:** Children/young People, People Of A Particular Ethnic Or Racial Origin, The General Public/mankind

Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-04-30	£76,745	£74,600	-	-
2024-04-30	£30,467	£41,109	-	-
2023-04-30	£34,230	£34,255	-	-
2022-04-30	£26,797	£27,064	-	-
2021-04-30	£27,344	£27,527	-	-

Trustees

Name	Role	Appointed
Denise Mitchell	Chair	2019-04-03
Damilola Ayeko		2019-04-03
Dorothy Burwell		2019-04-03
Renee Sterling		2025-05-10
Tonya Holmes		2025-05-10

LONDON (UK) CHAPTER OF THE LINKS, INCORPORATED

England & Wales - Charity number 1185612

Accounts



Linked in Friendship, Connected in Service
London (UK) Chapter

LONDON (UK) CHAPTER OF THE LINKS, INCORPORATED

A company limited by guarantee

Trustee Report and Financial Statements
For the Year Ended 30 April 2025

Charity Number: 1185612
Company Number: 11928227



Linked in Friendship, Connected in Service

London (UK) Chapter

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REFERENCE AND ADMINISTRATIVE DETAILS

The Officers present the Trustee's Report and reviewed financial statements for the year ended 30 April 2025.

Charity Name: London (UK) Chapter of The Links, Incorporated

Charity registration number: 1185612

Company registration number: 11928227

Registered Office: 71-75 Shelton Street,
Covent Garden,
London,
United Kingdom,
WC2H 9JQ

DIRECTORS

Ms D Ayeko (Chair)

Ms R Sterling (Treasurer)

Ms D Mitchell

Ms T Burrell Holmes

Ms D Burwell

COMPANY SECRETARY

Ms L Sierra

DIRECTOR RESIGNATIONS

Ms M Cammett

Ms H Jikiemi

Accountant - Tockan & Co, 289 Brettenham Road, London, N18 2HF

PRESIDENT'S ADDRESS

I am honoured to present the Annual Report of the London (UK) Chapter of the Links, Incorporated ("Chapter"). This report reflects our collective commitment to advancing opportunity, wellbeing and belonging for our community in London through friendship and service.

When our founders, Margaret Rosell Hawkins and Sarah Strickland Scott, established The Links, Incorporated in Philadelphia, Pennsylvania in 1946, they imagined an organisation that would link women together in friendship and service to uplift their communities. Their vision centred in part on advancing education, preserving and enhancing culture, and civic engagement. The Chapter carries this vision forward, addressing the needs and aspirations of people of African and Caribbean ancestry living in London.

Through our programmes, we equip our communities, including the next generation, with substantive and practical tools for success, promote physical and mental health, and expand access to the performing, visual and creative arts, among other initiatives. Our Links Expanding Access Programme ("LEAP"), for example, is now in its fourth year, opening pathways to education, mentoring, practical workshops and guidance that help young people to build confidence and professional readiness. Similarly, our international cross-cultural exchange programme, delivered in partnership with Queen Mary University of London and Spelman College, embodies the global nature of The Links, Incorporated. Now in its third year, this life-changing programme provides opportunities for students to study abroad in culturally sensitive environments, engage in intellectual cross-cultural exchanges, and return to their home universities with expanded horizons and leadership skills.

We continue to develop and implement other programmes such as:

- Still I Rise - Focused on equipping young women to thrive in corporate and professional spaces;
- Dressing Her from the Inside Out- Designed to provide ongoing support to help women achieve economic independence; and
- Engagement with a host of other organisations.

We are also proud of our long-standing partnership with Dress for Success, Greater London. Our Chapter hosts an annual clothing drive to support women returning to the workforce. This initiative aligns deeply with our charitable objective to relieve unemployment and promote economic empowerment, ensuring that women not only have access to opportunities but can step into those opportunities with confidence and dignity. These initiatives not only deliver tangible outcomes for participants but also contribute to a more inclusive and dynamic society.

We are deeply grateful to our partners and sponsors whose generosity sustains this work:

- FGS Global, whose continued sponsorship since 2022 has enabled us to send 4 young women on our cross-cultural exchange programme;
- Goodwin Law Firm for their pro bono legal advice and for hosting our inaugural fundraising gala;
- HSBC Bank, whose first year sponsorship in 2024 marked a valuable new partnership; and
- Diageo for their generous contribution during our fundraising gala.

Above all, I wanted to thank our members. As a member-led organisation, our achievements are made possible by their dedication, women who freely volunteer their time, expertise, and resources to uplift the underserved and embody the values of friendship and service. Together, we continue to build bridges between continents, generations and communities, ensuring that the Legacy of The Links, Incorporated not only endures but thrives here in London.

Dami Ayeko, President of London (UK) Chapter of the Links, Incorporated

OBJECTIVES AND ACTIVITIES

Our charity's purposes, as set out in the objects contained in the company's articles of association, are to:

- To advance education and relieve unemployment through activities including, without limitation: (i) mentoring and leadership development; (ii) facilitating access to education or employment opportunities; (iii) providing relevant workshops, seminars, or work placement opportunities; (iv) providing and facilitating access to arts and language study opportunities; and (v) the provision of grants and bursaries;
- To promote good physical and mental health in such ways as the trustees think fit, including through the provision of relevant information, advice, access to sporting activities and financial support;
- To provide relief to those in need, by reason of youth, age, ill-health, disability or financial hardship in such ways as the trustees think fit; and
- To advance such other charitable purposes (according to the law of England and Wales) as the trustees see fit from time to time.

These purposes are focused on, but not exclusively limited to, individuals and communities of African descent living within the United Kingdom. Our activities are also organised around five facets: Services to Youth, International Trends and Services, National Trends and Services, The Arts, and Health and Human Services. These facets all work together to deliver our charitable objectives.

SERVICES TO YOUTH

The Services to Youth Facet focuses on empowering youth through academic, cultural, and mentoring programmes designed to expose youth to personal development opportunities and growth. This facet is dedicated exclusively to equipping youth to use their intellect and spirit of achievement to become successful and productive citizens.

Our programming is delivered in collaboration with our key partners, and our initiatives recognise the contributions of young people to their communities and equip them with leadership skills necessary to succeed in their future careers:

- **The Prosper Network**, a mentoring branch under the Badu Network, focuses on mentoring youth ages 18-21.
- **The Amos Bursary** exists to advance social mobility amongst academically high-achieving British youth of African and Caribbean heritage. The organisation connects students with forward-thinking organisations to bridge workforce gaps and drive diversity, equity, and inclusion in the workplace.

In partnership with The Prosper Network, the Chapter provides prizes to eligible university students of African and Caribbean descent, following a rigorous selection process. This programme year, the Chapter awarded ten (10), £500 prizes, for a total of £5,000, to deserving university students. These awards were reflective of each student's commitment to community engagement and leadership achievements, and alleviated each student's financial hurdles in higher education.

The Chapter also hosted a "fireside chat" panel event at Hope93 Gallery with Amos Bursary students. The discussion underscored the importance of community and creating spaces where Black women can openly navigate corporate life. Themes of confidence, resilience, and self-advocacy were explored, along with practical perspectives on navigating professional challenges.



Marisa Childs, Service to Youth Facet Chair

INTERNATIONAL TRENDS AND SERVICES

The International Trends and Services Committee, as part of the Chapter's LEAP Programme, runs an exchange programme between Queen Mary University of London (QMUL) and Spelman College in Atlanta, Georgia. This unique but impactful weeks-long exchange programme provides British students the opportunity to immerse themselves in an environment of Black culture and excellence unique to the United States. For students from the United States, the opportunity offers exposure to a broader academic and cultural experience. In addition to participating in coursework, the exchange students are paired with their counterparts during the programme, both expanding their individual networks and receiving critical mentorship from members of The Links, Incorporated in both the United States and London chapters. The exchange is deliberately designed as a short-term programme in order to maximise the number of students that can participate per year, especially considering the United States' legal and financial restrictions for foreign students.

This year, three outstanding candidates from 24 applicants were selected for this prestigious exchange: Asha Brown and Divya Scott from Spelman College in the United States, and Mia Kelsey Linwood from Queen Mary University in London.

By facilitating the exchange between Spelman College and Queen Mary University, the Chapter promoted global citizenship. From the outset, the programme was shaped by a shared belief that global exposure, mentorship, and cultural affirmation are essential to supporting young people as they prepare for life beyond university.



QUOTES FROM PROGRAMME PARTICIPANTS

“Most importantly, the mentorship, lessons, and stimulating conversations with the London Links, which ranged from the black immigrant experience in the UK versus the States to the modern state of romance are all priceless gifts I brought back from London.” - Asha Brown

“This short-term exchange has been life-changing. The opportunity to connect with remarkable Black women has instilled in me the confidence to succeed in my future endeavours...As I move forward in my academic and career journey, I carry with me the invaluable lessons and connections forged during this remarkable experience.” - Mia Kelsey Linwood

“Most importantly, I enjoyed their mentorship and being in a space with successful black women. This experience has taught me the importance of representation on a global scale...All in all my time in London was enriching and well spent. All of this could not have been made possible without the Links and their continuous support!” - Divya Scott

Dorothy Burwell and Mena Cammett, International Trends and Services Facet Co-Chairs

NATIONAL TRENDS AND SERVICES

The National Trends and Services facet is tasked with eliminating disparities by reducing barriers to resources through advocacy, education, and service. The goals of this facet include increasing the number of sustainable and measurable programs; increasing collaborative partnerships; and extending our existing initiatives to include communities identified as having the greatest need.

Under this facet, we continued our longstanding partnership with Dress for Success Greater London, supporting women re-entering the workforce. In November 2024, we delivered 258 items, valued at approximately £10,380, to Dress for Success. Since the inception of this partnership, clothing and accessories valued at more than £50,000 have been donated, supporting members of the community facing economic disadvantage.



Denise Mitchell, National Trends and Services Facet Chair

THE ARTS

The goal of the Arts Facet is to produce and support programs to enrich the quality of life of youth and communities through educational and engaging art experiences. This goal is achieved, in part, through partnerships with like-minded organisations and supporting arts-focused organisations. The Chapter chooses to celebrate cultural expression to enrich the lives of young people and the community through engaging art experiences.

This Facet ensures that art is woven into the programming we deliver. The Arts Facet worked with the ITS Facet to curate a series of experiences for the exchange students to experience the cultural landscape of London, beyond what is offered during their summer school programme. In addition, the committee secured the Hope 93 Gallery as a venue for the Amos Bursary “fireside chat,” reinforcing the importance of culturally affirming spaces.

The Facet continues to celebrate significant cultural milestones. The Chapter provided a £500 grant to The Blossom Foundation for their Windrush 75th Anniversary theatre production. This supported the preservation and celebration of Caribbean heritage in the UK. During Black History Month, the Chapter co-hosted a webinar, “Reclaiming Narratives, Standing Firm in Power and Pride” with the Eastern Area of The Links Incorporated. This webinar promoted the global celebration of Black History through art, culture, and collective strength.

Lailany Sierra, The Arts Facet Chair

HEALTH AND HUMAN SERVICES

The Health and Human Services facet responds to the chronic health disparities that persist in Black communities and result in the decreased life expectancy of people of African and Caribbean ancestry. The goal of this facet is ultimately to promote and facilitate programs that support the maintenance of good health and the elimination of chronic health disparities in underserved communities through education, health advocacy, and optimal utilisation of health resources.

The Health and Human Services facet promoted good health through our “Walk-A-Thon” fundraising step challenge. Following on from National Heart Month, the fundraiser raised awareness of critical health issues Black people face while demonstrating the benefit of a healthy and active lifestyle.

Hope Jikiemi, Health and Human Services, Facet Chair

IMPACT AT A GLANCE

Over the course of the programme year, the Chapter provided the following:

- 1,055 volunteer hours
- +60% Growth in applications for cultural exchange
- 10, £500 bursaries awarded (for a total of £5,000)
- 25 students reached
- £35,357 fundraised
- 258 items donated to DfS, valued at over £10,000

LOOKING AHEAD

In the coming year, we aim to:

- Expand the Cross-Cultural Exchange Programme to increase the number of students eligible to participate, while also deepening the social, cultural, and educational opportunities for each student. To date, we have received a record 42 applications and will select an additional student, for a total of four (4), to participate in the upcoming exchange programme;
- Expand and solidify new partnership arrangements, while strengthening and deepening current partnerships. For example, the Chapter is currently exploring relationships with Great Women in the Making and exploring additional partnership opportunities with The Prosper Network and the Amos Bursary. We will continue to support our annual clothing drive, now in its fifth year, expanding the number of essential items to be donated to women entering the workforce;
- Explore grant funding and endowment opportunities;
- Strengthen and deepen corporate partnerships;
- Strengthen impact reporting and public communications; and
- Strengthen data tracking to demonstrate impact across the communities we serve.

The London (UK) Chapter remains committed to advancing the legacy of The Links, Incorporated through culturally relevant, sustainable, and transformational service within the United Kingdom.

STRUCTURE, GOVERNANCE, AND MANAGEMENT

GOVERNING DOCUMENT

The London (UK) Chapter of The Links, Incorporated is a charitable company limited by guarantee, incorporated on 5 April 2019 and registered as a charity on 3 October 2019. The company was established under a memorandum of association, which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up, members are required to contribute an amount not exceeding £10.

RECRUITMENT AND APPOINTMENT OF MANAGEMENT COMMITTEE

Under the requirements of the Articles of Association, the directors are appointed through ordinary resolution by members of the charity. All trustees give their time voluntarily and receive no benefits from the charity. All expenses reclaimed from the charity are set out in note 3a to the accounts.

APPOINTMENT PROCEDURE

The directors and trustees of the company limited by guarantee (the “**Company**”) and Registered Charity (“**Charity**”) of the London (UK) Chapter of The Links, Incorporated must be Active Members of the organisation, appointed simultaneously with the election of officers every two (2) years by general meeting. The directors and trustees shall be identical across the Company and the Charity. In accordance with Charity Commission for England and Wales (“**Charity Commission**”) guidance, the directors and trustees shall be those individuals occupying offices which execute duties that ensure the Company and Charity are compliant with regulations and fulfil the charitable objectives as filed with the Charity Commission and included in the Articles of Association filed with Companies House (as defined by the Charity Commission). The minimum number of directors and trustees at any given time is three.

TRUSTEE INDUCTION AND TRAINING

All trustees are familiarised with the charitable objectives and activities of the Charity through a formal induction process upon joining the organisation. In addition, trustees receive a membership pack which contains the Articles of Association of the charity as well as required reading and guidance from the Charity Commission ‘The Essentials of the Charity Trustee: what you need to know, what you need to do.’ All trustees are required to complete a minimum of 48 service hours per financial year.

As part of the roles and responsibilities of each of the trustees within the charity, they are provided training as they pertain to their executive duties and access to ongoing trustee education through NCVO.

ORGANISATIONAL STRUCTURE

The London (UK) Chapter of The Links, Incorporated, is run day to day by its directors and trustees with the support of volunteers serving in a variety of operational roles. The trustees are responsible for ensuring the charity fulfils its objectives as outlined in the articles of association filed with the Charity Commission in 2019. The trustees review and approve all policies and programmes on at least an annual basis.

The Trustees, appointed by virtue of office, serve in the operating capacities of:

- President (Chair of Trustees)
- Vice President (Chair of Membership)
- Treasurer (Chair of Finance) and
- Parliamentarian (Bylaws Chair), and
- Immediate Past President

The main operating roles and committees within the charity include:

- Programming: In charge of developing and implementing charitable service programming.
- Internal Audit: Ensuring financial records are accurate and conform with requirements.
- Ethics and Standards: Oversees ethical issues and compliance with guidelines.
- Fund Development: Oversees fundraising activities and contact with corporate sponsors.
- Communications and Archives: Oversees external communications and long-term records of charitable activities.

RELATED PARTIES

The London (UK) Chapter of The Links, Incorporated is an affiliate of The Links, Incorporated, non-governmental organisation (NGO).

FUNDS HELD AS A CUSTODIAN TRUSTEE ON BEHALF OF OTHERS

The Chapter does not act as custodian trustee or hold funds on behalf of others.

FINANCIAL REVIEW

Our work relies on donations from our members, the public and corporate sponsors. During the year, we raised a total of £76,745.

PRINCIPAL FUNDING SOURCES

Our funding has historically been reliant on our membership fees which are calibrated to cover our operating costs. In addition to that, we received our annual donation from FGS for the fifth year. The £12,000 donation was used to fund our QMUL-Spelman exchange program. As noted in the Donor and Sponsor section below, we hosted our inaugural gala in June 2024 which was a huge success, and also launched a successful walk-a-thon that was strongly promoted on our social media platforms such as LinkedIn and Instagram resulting in more people in our local community being aware of our charity and the many programs that we offer.

DONORS AND SPONSORS

Under the leadership of the Fundraising & Fund Development Committee, fundraising during the year focused on strengthening financial sustainability, building strategic partnerships and increasing the Chapter's visibility within the community and among corporate supporters.



Inaugural Elevate & Empower Gala



A key highlight was the Chapter's inaugural *Elevate & Empower Gala*, which represented an important development in the maturity of our fundraising activities. The event sold out and included a silent auction, which attracted strong donor engagement. Beyond financial contributions, the Gala also enhanced the Chapter's profile, deepening relationships with all of our supporters and creating additional exposure opportunities for the Chapter. The Chapter is grateful to Goodwin Law Firm for providing the venue and to Diageo for their generous support with refreshments.

Corporate partnerships continued to play an important role in supporting the Chapter's work. During the year, FGS Global provided sponsorship of £12,000 and HSBC donated £5,000 to support the Chapter's activities. Goodwin Law Firm provided pro bono legal support and venue assistance valued at approximately £15,000. These contributions, both financial and in kind, have enabled the Chapter to advance its charitable objectives.



Walk-A-Thon

Additional fundraising activities included member participation in a Walk-A-Thon, which raised approximately £10,000, with donations from individual supporters.

The Trustees are committed to ensuring that fundraising activities are conducted responsibly, and in line with the Charity Commission's guidance. Looking ahead, the Chapter will continue to prioritise the development of sustainable and diversified funding sources to support our long-term objectives.

Ariel White-Tsimikalis, Fundraising & Fund Development Committee Chair

FINANCIAL POSITION AND PERFORMANCE

The Chapter aims to manage our financial resources effectively to provide long-term sustainable programming to our beneficiaries and communities. An annual budget is developed and scrutinised throughout the year to ensure responsible stewardship of the Chapter's funds. Our principal funding source is donations from our members, in the form of membership dues. Membership dues are calibrated to cover our operational expenses.

Through the diligent fundraising efforts of our members and the Fundraising & Fund Development Committee, total income was £76,745 of which £15,950 was restricted. The £12,000 received from FGS Global was specifically restricted to support the International Trends and Services Facet. An additional £1,500 was restricted towards supporting our various programming which include Services To Youth, The Arts, National Trends and Services, and Health and Human Services. Lastly, £2,450 received from the gala hosted in June 2024, resulted in the following donations earmarked for the following initiatives: £1,000 towards our Services To Youth through our partnership with Amos Bursary, £800 towards sleeping bags for our initiative to help the homeless, and £650 to fund our QMUL-Spelman Exchange program.

The Chapter's income during this reporting period was derived from:

- Corporate sponsorship
- Gala and fundraising events
- Member contributions
- Public fundraising initiatives

Funds were expended in direct delivery of public benefit through:

- Bursaries and scholarships
- International exchange programming
- Clothing drives and workforce support initiatives
- Venue hire, programme materials, and compliance costs

RESERVES POLICY

The Charity's trustees have considered the necessity of reserves for the charity. In light of the risks to the London (UK) Chapter of The Links, Incorporated, the trustees agreed that reserves must be kept to ensure we can continue to meet our charitable objectives during times of fluctuating income.

Since operating expenses are largely covered by membership dues, which are paid annually, the trustees based the reserve need on 12 months of operating expenditure in a scenario where there are fewer members. The trustees consider that the ideal level of reserves carried over is £51,101, covering the next 12 months of operating expenses and service delivery.¹ This level will enable the charity to continue our activities in the event of a significant drop in funding. In the event that the financial year ends in surplus, the funds carried forward will be transferred to the reserves for the following financial year. We believe in today's environment with so much uncertainty and as a charity that is less than ten years old, it is prudent to maintain a sizable reserve for the organization to meet our operational needs and provide our key programs while we continue to diversify our fundraising strategy.

Renee Sterling, Treasurer

¹ As per the chapter's 2026/2027 operating and programming budgets.

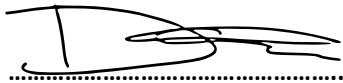
Company law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company as at the balance sheet and of incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements, the trustees should follow best practice and:

- Select suitable account policies and then apply them consistently;
- Make judgments and estimates that are reasonable and prudent; and
- Prepare financial statements on the going concern basis unless it is not appropriate to assume that the company will continue on that basis.

The trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 1985. The Management Committee is also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Signed on behalf of the Charity's trustees



Damilola Ayeko

Chair

Date 27/02/2026



Renee Sterling

Treasurer

STATEMENT OF FINANCIAL ACTIVITIES FOR YEAR ENDED 30 APRIL 2025

LONDON (UK) CHAPTER OF THE LINKS INCORPORATED Statement of financial activities for Year Ended 30 April 2025

	Notes	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS 2025 £	TOTAL FUNDS 2024 £
Incoming resources					
Bank interest received		-	-	-	-
Voluntary income	2a	60,795	15,950	76,745	30,467
Total incoming resources		60,795	15,950	76,745	30,467
Resource expended					
<i>Organisation's Operating Activities</i>					
Ordinary activities	3	70,864	3,736	74,600	41,109
Other resources expended		-	-	-	-
Total resources expended		70,864	3,736	74,600	41,109
Net incoming/(outgoing) resources		(10,069)	12,214	2,145	(10,642)
<i>Movement of funds</i>					
Net movement in funds		(10,069)	12,214	2,145	(10,642)
Total funds brought forward at 1 May 2024		(9,987)	-	(9,987)	9,987
Total funds carried forward at 30 April 2025	4	(20,056)	12,214	(7,842)	(9,987)

BALANCE SHEET AS AT 30 APRIL 2025

LONDON (UK) CHAPTER OF THE LINKS INCORPRATED Balance Sheet as at 30 April 2025

	Notes	2025 £	2024 £
Fixed assets			
Tangible assets		0	
Current assets			
Debtors		0	1,248
Cash at bank and in hand		86,558	58,665
		<u>86,558</u>	<u>59,913</u>
Creditors: amounts falling due within one year		(94,401)	(69,900)
Net current assets		<u>(7,843)</u>	<u>(9,987)</u>
Total assets less current liabilities		<u>(7,843)</u>	<u>(9,987)</u>
NET ASSETS			
Funds		<u>(7,843)</u>	<u>(9,987)</u>
Restricted funds		0	0
Unrestricted funds	5	(7,843)	(9,987)
		<u>(7,843)</u>	<u>(9,987)</u>

Approved by the Board of Directors and signed on its behalf

Renee Sterling

Mrs. Renee Sterling

Treasurer

The accompanying notes form part of these financial statements.

LONDON (UK) CHAPTER OF THE LINKS INCORPORATED

Notes to the financial statements for the Year Ended 30 April 2025

2. Donations

	Unrestricted Funds	Restricted Funds	TOTAL FUNDS 2025	TOTAL FUNDS 2024
	£	£	£	£
<i>a Voluntary income</i>				
<i>Donations</i>	60,795	15,950	76,745	30,467
Total incoming resources	60,795	15,950	76,745	30,467

3. Resources expended

	Unrestricted Funds	Restricted Funds	TOTAL FUNDS 2025	TOTAL FUNDS 2024
	£	£	£	£
<i>a Organisation's running expenses</i>				
Donations & other charitable activities	10,595	-	10,595	8,709
Equipment repairs & maintenance	-	-	-	385
Subscriptions, licences & insurance	20,921	-	20,921	15,882
Educational sponsorships, seminars & workshops	13,577	3,736	17,313	13,500
Sundry expenses	460	-	460	169
Publications & other information	23,311	-	23,311	1,064
Accountancy	2,000	-	2,000	1,400
	70,864	3,736	74,600	41,109
Other resources expended	-	-	-	-
Bank charges	1	-	-	-
Depreciation	-	-	-	-
	1	-	1	-
Total resources expended	70,865	3,736	74,601	41,109

LONDON (UK) CHAPTER OF THE LINKS INCORPORATED

Notes to the financial statements for the Year Ended 30 April 2025

4. Analysis of net assets by fund

	Unrestricted Funds	Restricted Funds	Total Funds 2025	Total Funds 2024
	£	£	£	£
Total assets	70,608	15,950	86,558	59,913
Current liabilities	(90,670)	(3,736)	(94,406)	(69,900)
Long term liabilities	-	-	-	-
	<u>(20,062)</u>	<u>12,214</u>	<u>(7,848)</u>	<u>(9,987)</u>

5. Statement of funds

	Bal b/fwd	Income	Transfers, other gains and losses	Bal c/fwd
	01-May-24			30-Apr-25
	£	£	£	£
Unrestricted Funds				
Bank interest received	-	-	-	-
Donations & grants received	(9,987)	60,795	(70,864)	(20,056)
	<u>(9,987)</u>	<u>60,795</u>	<u>(70,864)</u>	<u>(20,056)</u>
Restricted Funds				
	-	15,950	(3,736)	12,214
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total funds	<u>(9,987)</u>	<u>76,745</u>	<u>(74,600)</u>	<u>(7,842)</u>

**LONDON (UK) CHAPTER OF THE LINKS, INCORPORATED
DIRECTORS' REPORT AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 APRIL 2025**

TOCKAN & CO
CHARTERED CERTIFIED ACCOUNTANTS
30 Heddon Court
Cockfosters Road
London
EN4 0DF

LONDON (UK) CHAPTER OF THE LINKS, INCORPORATED
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The following pages do not form part of the statutory accounts:	
Detailed Income and Expenditure Account	8

LONDON (UK) CHAPTER OF THE LINKS, INCORPORATED
Company Information
For The Year Ended 30 April 2025

Directors	Ms DAMILOLA AYEKO Ms DENISE MITCHELL Ms DOROTHY BURWELL Ms TONYA HOLMES Ms RENEE STERLING
Secretary	Ms LAILANY SIERRA
Company Number	11928227
Registered Office	71-75 Shelton Street Covent Garden London WC2H 9JQ
Accountants	TOCKAN & CO CHARTERED CERTIFIED ACCOUNTANTS 30 Heddons Court Cockfosters Road London EN4 0DF

LONDON (UK) CHAPTER OF THE LINKS, INCORPORATED
Company No. 11928227
Directors' Report For The Year Ended 30 April 2025

The directors present their report and the financial statements for the year ended 30 April 2025.

Directors

The directors who held office during the year were as follows:

Ms DAMILOLA AYEKO

Ms DENISE MITCHELL

Ms DOROTHY BURWELL

Ms MENA CAMMETT Resigned 30/04/2025

Ms HOPE JIKIEMI Resigned 30/04/2025

Ms TONYA HOLMES Appointed 30/04/2025

Ms RENEE STERLING Appointed 30/04/2025

Statement of Directors' Responsibilities

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the surplus or deficit of the company for that period. In preparing the financial statements the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The directors are responsible for the maintenance and integrity of the corporate and financial information included on the company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Small Company Rules

This report has been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

On behalf of the board

Ms RENEE STERLING

Director
08/01/2026

LONDON (UK) CHAPTER OF THE LINKS, INCORPORATED
Accountant's Report
For The Year Ended 30 April 2025

In accordance with the subsisting Engagement, and in order to assist you to fulfil your duties under the Companies Act 2006, we have compiled the financial statements of the company from the accounting records and information and explanations you have given to us.

This report is made to the directors in accordance with the terms of our engagement. Our work has been undertaken to prepare for approval by the directors the financial statements that we have been engaged to compile, to report to the directors that we have done so, and to state those matters that we have agreed to state to them in this report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company and the Company's directors for our work or for this report.

You have acknowledged on the balance sheet as at year ended 30 April 2025 your duty to ensure that the company has kept proper accounting records and to prepare financial statements that give a true and fair view under the Companies Act 2006. You consider that the company is exempt from the statutory requirement for an audit for the year.

We have not been instructed to carry out an audit of the financial statements. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations you have given to us and we do not, therefore, express any opinion on the financial statements.

08/01/2026

TOCKAN & CO
CHARTERED CERTIFIED ACCOUNTANTS
30 Heddon Court
Cockfosters Road
London
EN4 0DF

LONDON (UK) CHAPTER OF THE LINKS, INCORPORATED
Income and Expenditure Account
For The Year Ended 30 April 2025

	Notes	2025	2024
		£	£
TURNOVER		76,745	30,467
GROSS SURPLUS		76,745	30,467
Administrative expenses		(74,601)	(41,109)
OPERATING SURPLUS/(DEFICIT) AND SURPLUS/(DEFICIT) FOR THE FINANCIAL YEAR		2,144	(10,642)

The notes on pages 6 to 7 form part of these financial statements.

LONDON (UK) CHAPTER OF THE LINKS, INCORPORATED
Balance Sheet
As At 30 April 2025

		2025		2024	
Notes	£	£	£	£	£
FIXED ASSETS					
CURRENT ASSETS					
Debtors	5	-		1,248	
Cash at bank and in hand		86,558		58,665	
		86,558		59,913	
Creditors: Amounts Falling Due Within One Year	6	(94,401)		(69,900)	
		(94,401)		(69,900)	
NET CURRENT ASSETS (LIABILITIES)			(7,843)		(9,987)
TOTAL ASSETS LESS CURRENT LIABILITIES			(7,843)		(9,987)
NET LIABILITIES			(7,843)		(9,987)
Income and Expenditure Account			(7,843)		(9,987)
MEMBERS' FUNDS			(7,843)		(9,987)

For the year ending 30 April 2025 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit 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.

On behalf of the board

Ms RENEE STERLING

Director
08/01/2026

The notes on pages 6 to 7 form part of these financial statements.

LONDON (UK) CHAPTER OF THE LINKS, INCORPORATED
Notes to the Financial Statements
For The Year Ended 30 April 2025

1. General Information

LONDON (UK) CHAPTER OF THE LINKS, INCORPORATED is a private company, limited by guarantee, incorporated in England & Wales, registered number 11928227. The registered office is 71-75 Shelton Street, Covent Garden, London, WC2H 9JQ.

2. Accounting Policies

2.1. Basis of Preparation of Financial Statements

The financial statements have been prepared under the historical cost convention and in accordance with Financial Reporting Standard 102 section 1A Small Entities "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Companies Act 2006.

2.2. Turnover

Turnover is measured at the fair value of the consideration received or receivable, net of discounts and value added taxes. Turnover includes revenue earned from the sale of goods and from the rendering of services. Turnover is reduced for estimated customer returns, rebates and other similar allowances.

Sale of goods

Turnover from the sale of goods is recognised when the significant risks and rewards of ownership of the goods has transferred to the buyer. This is usually at the point that the customer has signed for the delivery of the goods.

Rendering of services

Turnover from the rendering of services is recognised by reference to the stage of completion of the contract. The stage of completion of a contract is measured by comparing the costs incurred for work performed to date to the total estimated contract costs. Turnover is only recognised to the extent of recoverable expenses when the outcome of a contract cannot be estimated reliably.

2.3. Tangible Fixed Assets and Depreciation

Tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. Depreciation is provided at rates calculated to write off the cost of the fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Computer Equipment	25%
--------------------	-----

3. Average Number of Employees

Average number of employees, including directors, during the year was: NIL (2024: NIL)

4. Tangible Assets

	Computer Equipment £
Cost	
As at 1 May 2024	1,450
Disposals	(1,450)
As at 30 April 2025	-
Depreciation	
As at 1 May 2024	1,450
Disposals	(1,450)
As at 30 April 2025	-
Net Book Value	
As at 30 April 2025	-
As at 1 May 2024	-

LONDON (UK) CHAPTER OF THE LINKS, INCORPORATED
Notes to the Financial Statements (continued)
For The Year Ended 30 April 2025

5. Debtors

	2025	2024
	£	£
Due within one year		
Other debtors (1) i transferwise holding account	-	1,248

6. Creditors: Amounts Falling Due Within One Year

	2025	2024
	£	£
Trade creditors	35,501	35,500
Other creditors	4,700	3,150
Accruals and deferred income	54,200	31,250
	<u>94,401</u>	<u>69,900</u>

7. Company limited by guarantee

The company is limited by guarantee and has no share capital.

Every member of the company undertakes to contribute to the assets of the company, in the event of a winding up, such an amount as may be required not exceeding £1.

LONDON (UK) CHAPTER OF THE LINKS, INCORPORATED
Detailed Income and Expenditure Account
For The Year Ended 30 April 2025

	2025		2024	
	£	£	£	£
TURNOVER				
Donations received		76,364		30,217
Other misc income		381		250
		76,745		30,467
GROSS SURPLUS		76,745		30,467
Administrative Expenses				
Equipment repairs & maintenance	-		385	
Business insurance & licences	1,064		1,432	
Postage & stationery	639		189	
Educational sponsorships, training seminars & workshops	17,313		13,500	
Accountancy fees	2,000		1,400	
Professional & projects assessment	22,672		875	
Chapter membership subscriptions	19,857		14,450	
Donations & other charitable activities	10,595		8,709	
Bank charges	1		-	
Sundry expenses	460		169	
		(74,601)		(41,109)
OPERATING SURPLUS/(DEFICIT) AND SURPLUS/(DEFICIT) FOR THE FINANCIAL YEAR		2,144		(10,642)



Section A

Independent Examiner's Report

Report to the trustees/ members of

Charity Name London (U K) Chapter of the Links Incorporated.

On accounts for the year ended

30th April, 2025 Charity no (if any) 1185612

Set out on pages

1,2,3,4, 5 & 6 (remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 30th April, 2025.

Responsibilities and basis of report

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

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

[The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of [insert name of applicable listed body]]. Delete [] if not applicable.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below *) which gives me cause to believe that in, any material respect:

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

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

* Please delete the words in the brackets if they do not apply.

Signed: YTockan (signed)

Date: 25th January, 2026

Name: Yusufu Tockan FCCA

Relevant professional Chartered Certified Accountant

qualification(s) or body (if any):

--

Address:

Tockan & Co., Chartered Certified Accountants
289 Brettenham Road, Edmonton
LONDON N18 2HF.

Section B

Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

--

LONDON (UK) CHAPTER OF THE LINKS, INCORPORATED

England & Wales - Charity number 1185612

Accounts



Linked in Friendship, Connected in Service
London (UK) Chapter

LONDON (UK) CHAPTER OF THE LINKS, INCORPORATED

A company limited by guarantee

Trustee Report and Financial Statements
For the Year Ended 30 April 2024

Charity Number: 1185612
Company Number: 11928227

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Reference and administrative details

The Officers present the trustee's report and reviewed financial statements for the year ended 30 April 2024.

Charity Name: London (UK) Chapter of The Links, Incorporated

Charity registration number: 1185612

Company registration number: 11928227

Registered Office: 71-75 Shelton Street,
Covent Garden,
London,
United Kingdom,
WC2H 9JQ

DIRECTORS

Ms D Mitchell

Chair

Ms M Cammett

Treasurer

Ms D Ayeko

Ms H Jikiemi

Ms D Burwell

DIRECTOR RESIGNATIONS

N/A

COMPANY SECRETARY

Ms L Sierra

Accountant - Tockan & Co, 289 Brettenham Road, London, N18 2HF

STRUCTURE, GOVERNANCE AND MANAGEMENT

GOVERNING DOCUMENT

The London (UK) Chapter of The Links, Incorporated is a charitable company limited by guarantee, incorporated on 5 April 2019 and registered as a charity on 3 October 2019. The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £10.

RECRUITMENT AND APPOINTMENT OF MANAGEMENT COMMITTEE

Under the requirements of the Articles of Association the directors are appointed through ordinary resolution by members of the charity.

All trustees give their time voluntarily and receive no benefits from the charity. All expenses reclaimed from the charity are set out in note 3a to the accounts.

Appointment procedure

The directors and trustees of the Company by Limited Guarantee (the “Company”) and Registered Charity (“Charity”) of the London (UK) Chapter of The Links, Incorporated must be Active Members of the organisation, appointed simultaneously with the election of officers every two (2) years by general meeting. The directors and trustees shall be identical across the Company and the Charity. In accordance with Charity Commission for England and Wales (“Charity Commission”) guidance, the directors and trustees shall be those individuals occupying offices which execute duties that ensure the Company and Charity are compliant with regulations and fulfil the charitable objectives as filed with the Charity Commission and included in the Articles of Association filed with Companies House (as defined by the Charity Commission). The minimum number of directors and trustees at any given time is three.

TRUSTEE INDUCTION AND TRAINING

All trustees are familiarised with the charitable objectives and activities of the Charity through a formal induction process upon joining the organisation. In addition, trustees receive a membership pack which contains the Articles of Association of the charity as well as required reading and guidance from the Charity Commission 'The Essentials of the Charity Trustee: what you need to know, what you need to do'. All trustees are required to complete 48 service hours within the financial year.

As part of the roles and responsibilities of each of the trustees within the charity, they are provided training as they pertain to their executive duties and access to ongoing trustee education through NCVO.

ORGANISATIONAL STRUCTURE

The London (UK) Chapter of The Links, Incorporated is run day to day by its directors and trustees with the support of volunteers serving in a variety of operational roles. The trustees are responsible for ensuring the charity fulfils its objectives as outlined in the articles of association filed with the Charity Commission in 2019. The trustees review and approve all policies and programmes on at least an annual basis.

The Trustees, appointed by virtue of office serve in the operating capacities of

- President (Chair of Trustees)
- Vice President (Chair of Membership)
- Treasurer (Chair of Finance) and
- Parliamentarian (Bylaws Chair), and
- Immediate Past President

The main operating roles and committees within the charity include:

- **Programming:** In charge of developing and implementing charitable service programming
- **Internal Audit:** Ensuring financial records are accurate and conform with requirements.

- **Ethics and Standards:** Oversees ethical issues and compliance with guidelines
- **Fund Development:** Oversees fundraising activities and contact with corporate sponsors
- **Communications and Archives:** Oversees external communications and long-term records of charitable activities

RELATED PARTIES

London (UK) Chapter of The Links, Incorporated is an affiliate of The Links, Incorporated, non-governmental organisation (NGO).

FUNDS HELD AS A CUSTODIAN TRUSTEE ON BEHALF OF OTHERS

We do not act as custodian trustee or hold funds on behalf of others.

OBJECTIVES AND ACTIVITIES

PURPOSES

Our charity's purposes as set out in the objects contained in the company's articles of association are to:

1. To advance education and relieve unemployment, in particular, but not exclusively amongst persons of African ancestry living in the UK in such ways as the trustees think fit including: providing mentoring, assisting with access to further education or the workplace, providing workshops, seminars, work placements, providing and assisting in the provision of arts and language study opportunities and the provision of grants and bursaries.
2. To promote good physical and mental health, in particular, but not exclusively amongst persons of African ancestry living in the UK in such ways as the trustees think fit including through the provision of information, advice, access to sporting activities and other support including financial support.
3. The relief of those in need, by reason of youth, age, ill-health, disability or financial hardship in particular but not exclusively amongst persons of African ancestry living in the UK in such ways as the trustees think fit.

4. To advance such other charitable purposes (according to the law of England and Wales) as the trustees see fit from time to time.

MAIN ACTIVITIES UNDERTAKEN TO FURTHER OUR PURPOSES

Black University students in the UK are on average less prepared for entry to university, have lower graduation and attainment rates and have fewer post-graduate opportunities versus their White British counterparts. This results in continued and systematic harm to their long-term wealth-building potential and social mobility. In 2023/2024 the London (UK) Chapter sought to address the lower attainment and progression of Black university students of London by partnering with Queen Mary University of London, Spelman College, and The Prosper Network to provide their students with mentorship and career education and financial support. These partnerships helped to provide practical support and life skills education to better prepare students for life after graduation and relieve some of the stressors that can detract from their educational achievement.

2023/2024 was the third year of our signature LEAP programme, through which the London (UK) Chapter sought to address the needs of the Black student population at QMUL. The University was chosen due to its large population of Black students and the University's demonstrated contributions to social mobility for students. In addition, QMUL places a strong emphasis on study abroad opportunities for their students, and has particular demand for short-term exchanges such as the one offered by the chapter to encourage greater participation by underprivileged students. The exchange programme focuses on providing a young person with a unique educational opportunity and cultural experience.

During 2023/2024, the chapter strengthened its relationship with the Prosper Network and established a relationship with Amos Bursary, both key partners in the LEAP Programme providing opportunities for the chapter to reach its target student population. The Prosper Network aims to empower 18-21 year olds through personalised mentorship and knowledge enrichment. The Network serves as a support and resource hub, nurturing both the interpersonal and foundational skills that are essential for success and self-discovery. The Amos Bursary offers a five-year program to students of African and Caribbean heritage focused on academic excellence and professional development, motivation and mindset, opportunities and experiences, support, guidance and community spirit.

In 2023/2024 the chapter conducted the following activities to support the programme:

- Developed curricula, selection process, and promotional strategy for the cross-cultural exchange program and selected three students to participate from Queen Mary University of London (QMUL) and Spelman College to be sponsored by the chapter during summer 2024.
- Sponsored one student from QMUL to travel to Spelman in August 2025, including by paying all international travel and accommodation expenses.
- Delivered £2,500 in bursary funding to the Prosper Network to be used for operational support, service delivery and educational workshops.
- Established a relationship with Amos Bursary and held a fireside chat with 15 female students centered around emotional intelligence and navigating academic, professional, and other life challenges.

The chapter also continued to partner with Dress for Success Greater London, hosting our third annual clothing drive which yielded 515 clothing items worth an estimated £19,675. This was the chapter's most successful clothing drive to date. These donations will be used to support over 100 vulnerable and disadvantaged women seeking to enter or return into the workforce.

HOW OUR ACTIVITIES FURTHER OUR PURPOSES AND BENEFIT THE PUBLIC

The above activities align with our purpose to provide education and relieve current or potential unemployment for women and students from disadvantaged communities. It is our aim to close the gap for these populations in attainment and progression post-graduation, as well as support re-entry into the workforce for those already unemployed. During 2023/2024 the chapter laid the foundations for several impactful initiatives to be implemented in 2024/2025 and beyond.

PLANS FOR FUTURE PERIODS

Having developed relationships with our strategic partners over the programme year, the chapter plans to continue working with these partners to deliver our services to university students and recent graduates. The first Summer exchange of QMUL and Spelman students took place in 2024/2025 and is expected to continue annually.

For the Prosper Network and Amos Bursary, the London (UK) Chapter will continue to fund bursaries and organize workshops and fireside chats aimed at enhancing students' self-confidence, life skills, and employability. The chapter will also continue its partnership with Dress for Success of Greater London, providing essential items for women entering the workforce.

FINANCIAL REVIEW

Our work is reliant on donations from our members, the public, and corporate sponsors. During the period, we received donations of over £22,000.

PRINCIPAL FUNDING SOURCES

Our principal funding source is donations from our members, in the form of membership dues. Membership dues are calibrated to cover our operational expenses. In addition we received a £12,000 corporate donation from FGS Global, the fourth year they have chosen to support us, and allocated these funds toward the QMUL-Spelman exchange program. Finally, we conducted a fundraiser (which concluded in 2024/2025) which attracted donations from community members to support our programming. Throughout the year we made use of the in person, hybrid, and online capabilities to continue to fundraise through the members of the public.

PERFORMANCE OF FUNDRAISING ACTIVITIES AGAINST OBJECTIVES SET

To nurture and expand awareness of the London (UK) Chapter of The Links, Incorporated, the organisation ensures that it has adequate resources to support its strategic priorities at all levels. The bulk of our individual donations were obtained through volunteer contributions. We are also extremely grateful to our corporate sponsor for the calendar year 2024, who contributed a donation of £12,000, which was received in January 2024.

RESERVES POLICY

The charity's trustees have considered the necessity of reserves for the charity. In light of the risks to the London (UK) Chapter of The Links, Incorporated, the trustees agreed that

reserves must be kept to ensure we can continue to meet our charitable objectives during times of fluctuating income.

Since operating expenses are largely covered by membership dues, which are paid annually, the trustees based the reserve need on 12 months of operating expenditure in a scenario where there are fewer members. The trustees consider that the ideal level of reserves carried over is £42,411, covering the next 12 months of operating expenses and service delivery.¹ This level will enable the charity to continue our activities in the event of a significant drop in funding. In the event that the financial year ends in surplus, the funds carried forward will be transferred to the reserves for the following financial year.

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company as at the balance sheet and of incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements, the trustees should follow best practice and:

- Select suitable account policies and then apply them consistently;
- Make judgments and estimates that are reasonable and prudent; and
- Prepare financial statements on the going concern basis unless it is not appropriate to assume that the company will continue on that basis.

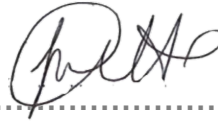
The trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 1985. The Management Committee is also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

¹ As per the chapter's 2024/2025 operating and programming budgets.

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

Signed on behalf of the charity's trustees

Denise Mitchell



Denise Mitchell

Mena Cammett

Chair

Treasurer

Date 28/02/2025

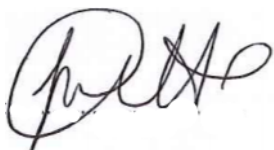
STATEMENT OF FINANCIAL ACTIVITIES FOR YEAR ENDED 30 APRIL 2024

	Notes	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS 2023 £	TOTAL FUNDS 2023 £
Incoming resources					
Bank interest received		-	-	-	-
<i>Voluntary income</i>	2a	30,467	-	30,467	34,230
Total incoming resources		30,467	-	30,467	34,230
Resource expended					
<i>Organisation's Operating Activities</i>					
<i>Ordinary activities</i>	3	41,109	-	41,109	33,871
<i>Other resources expended</i>		-	-	-	384
Total resources expended		41,109	-	41,109	34,255
Net incoming/(outgoing) resources		(10,642)	-	(10,642)	(25)
<i>Movement of funds</i>					
Net movement in funds		(10,642)	-	(10,642)	(25)
Total funds brought forward at 1 May 2023		655	-	655	680
Total funds carried forward at 30 April 2024	5	(9,987)	-	(9,987)	655

BALANCE SHEET AS AT 30 APRIL 2024

	Notes	2024 £	2023 £
Fixed assets			
Tangible assets		0	
Current assets			
Debtors	1,248		1,177
Cash at bank and in hand	58,665		42,480
	59,913		43,657
Creditors: amounts falling due within one year	(69,900)		(43,002)
Net current assets		(9,987)	655
Total assets less current liabilities		(9,987)	655
NET ASSETS			
Funds			655
Restricted funds		0	0
Unrestricted funds	5	(9,987)	655
		(9,987)	655

Approved by the Board of Directors and signed on its behalf



Ms Mena Cammett

Treasurer

The accompanying notes form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2024

2. Donations

	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS 2024 £	TOTAL FUNDS 2023 £
<i>a Voluntary income</i>				
<i>Donations</i>	30,467	-	30,467	34,230
Total incoming resources	30,467	-	30,467	34,230

3. Resources expended

	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS 2024 £	TOTAL FUNDS 2023 £
<i>a Organisation's running expenses</i>				
Donations & other charitable activities	8,709	-	8,709	8,181
Equipment repairs & maintenance	385	-	385	383
Subscriptions, licences & insurance	15,882	-	15,882	21,425
Educational sponsorships, seminars & workshops	13,500	-	13,500	
Sundry expenses	169	-	169	2
Publications & other information	1,064	-	1,064	2,680
Accountancy	1,400	-	1,400	1,200
	41,109	-	41,109	33,871
Other resources expended	-	-	-	-
Bank charges	-	-	-	21
Depreciation	-	-	-	363
	-	-	-	384
Total resources expended	41,109	-	41,109	34,255

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2024

4. Analysis of net assets by fund

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
Total assets	59,913	-	59,913	43,657
Current liabilities	(69,900)	-	(69,900)	(43,002)
Long term liabilities	-	-	-	-
	<u>(9,987)</u>	<u>-</u>	<u>(9,987)</u>	<u>655</u>

5. Statement of funds

	Bal b/fwd 1-May-23 £	Income £	Transfers, other gains and losses £	Bal c/fwd 30-Apr-24 £
Unrestricted Funds				
Bank interest received	-	-	-	-
Donations & grants received	655	30,467	(41,109)	(9,987)
	<u>655</u>	<u>30,467</u>	<u>(41,109)</u>	<u>(9,987)</u>
Restricted Funds				
	-	-	-	-
	-	-	-	-
	-	-	-	-
Total funds	<u>655</u>	<u>30,467</u>	<u>(41,109)</u>	<u>(9,987)</u>

LONDON (UK) CHAPTER OF THE LINKS INCORPORATED
Statement of financial activities for Year Ended 30 April 2024

	Notes	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS 2024 £	TOTAL FUNDS 2024 £
Incoming resources					
Bank interest received		-	-	-	-
<i>Voluntary income</i>	2a	30,467	-	30,467	34,230
Total incoming resources		30,467	-	30,467	34,230
Resource expended					
<i>Organisation's Operating Activities</i>					
<i>Ordinary activities</i>	3	40,909	-	40,909	33,871
<i>Other resources expended</i>		-	-	-	384
Total resources expended		40,909	-	40,909	34,255
Net incoming/(outgoing) resources		(10,442)	-	(10,442)	(25)
<i>Movement of funds</i>					
Net movement in funds		(10,442)	-	(10,442)	(25)
Total funds brought forward at 1 May 2023		655	-	655	680
Total funds carried forward at 30 April 2024	5	(9,787)	-	(9,787)	655

LONDON (UK) CHAPTER OF THE LINKS INCORPORATED

Balance Sheet as at 30 April 2024

	Notes	2024 £	2023 £
Fixed assets			
Tangible assets		0	
Current assets			
Debtors			
Cash at bank and in hand		59,913	43,657
		<u>59,913</u>	<u>43,657</u>
Creditors: amounts falling due within one year		-69,700	-43,002
Net current assets		-9,787	<u>655</u>
Total assets less current liabilities		-9,787	<u>655</u>
NET ASSETS		-9,787	<u>655</u>
Funds			
Restricted funds			
Unrestricted funds	5	-9,787	655
		<u>-9,787</u>	<u>655</u>

LONDON (UK) CHAPTER OF THE LINKS INCORPORATED
Notes to the financial statements for the Year Ended 30 April 2024

2. Donations

	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS 2024 £	TOTAL FUNDS 2023 £
<i>a Voluntary income</i>				
<i>Donations</i>	30,467	-	30,467	34,230
Total incoming resources	<u>30,467</u>	<u>-</u>	<u>30,467</u>	<u>34,230</u>

3. Resources expended

	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS 2024 £	TOTAL FUNDS 2023 £
<i>a Organisation's running expenses</i>				
Donations & other charitable activities	8,709	-	8,709	8,181
Equipment repairs & maintenance	385	-	385	383
Subscriptions, licences & insurance	15,882	-	15,882	21,425
Educational sponsorships, seminars & workshops	13,500	-	13,500	
Sundry expenses	169	-	169	2
Publications & other information	1,064	-	1,064	2,680
Accountancy	1,200	-	1,200	1,200
	<u>40,909</u>	<u>-</u>	<u>40,909</u>	<u>33,871</u>
Other resources expended	-	-	-	-
Bank charges	-	-	-	21
Depreciation	-	-	-	363
	-	-	-	384
	Notes		#VALUE!	-
Total resources expended	<u>40,909</u>	<u>-</u>	<u>40,909</u>	<u>27,064</u>
				67,742

LONDON (UK) CHAPTER OF THE LINKS INCORPORATED

Notes to the financial statements for the Year Ended 30 April 2024

4. Analysis of net assets by fund

	Unrestricted Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
	£	£	£	£
Total assets	59,913	-	59,913	43,657
Current liabilities	(69,700)	-	(69,700)	(43,002)
Long term liabilities	-	-	-	-
	<u>(9,787)</u>	<u>-</u>	<u>(9,787)</u>	<u>655</u>

5. Statement of funds

	Bal b/fwd	Income	Transfers, other gains and losses	Bal c/fwd
	01-May-23		£	30-Apr-23
	£	£		£
Unrestricted Funds				
Bank interest received	-	-	-	-
Donations & grants received	922	30,467	(40,909)	(9,520)
	<u>922</u>	<u>30,467</u>	<u>(40,909)</u>	<u>(9,520)</u>
Restricted Funds				
	-	-	-	-
	-	-	-	-
	-	-	-	-
Total funds	<u>922</u>	<u>30,467</u>	<u>(40,909)</u>	<u>(9,520)</u>



Section A

Independent Examiner's Report

**Report to the trustees/
members of**

Charity Name
London (U K) Chapter of the Links Incorporated.

**On accounts for the year
ended**

30 th April, 2024	Charity no (if any)	1185612
------------------------------	--------------------------------	---------

Set out on pages

1,2,3,4, 5 & 6
(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 30th April, 2020.

**Responsibilities and basis
of report**

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

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent examiner's
statement**

[The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of [insert name of applicable listed body]]. *Delete [] if not applicable.*

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below *) which gives me cause to believe that in, any material respect:

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

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

** Please delete the words in the brackets if they do not apply.*

Signed: YTockan (signed)

Date: 24th January, 2025

Name: Yusufu Tockan FCCA

Relevant professional Chartered Certified Accountant

qualification(s) or body (if any):

--

Address:

Tockan & Co., Chartered Certified Accountants

289 Brettenham Road, Edmonton

LONDON N18 2HF.

Section B

Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

--

LONDON (UK) CHAPTER OF THE LINKS, INCORPORATED

England & Wales - Charity number 1185612

Accounts



Linked in Friendship, Connected in Service

London (UK) Chapter

LONDON (UK) CHAPTER OF THE LINKS, INCORPORATED

A company limited by guarantee

Trustee Report and Financial Statements
For the Year Ended 30 April 2023

Charity Number: 1185612
Company Number: 11928227

LONDON (UK) CHAPTER OF THE LINKS, INCORPORATED
(A company limited by guarantee)

FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 APRIL 2023

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Reference and administrative details

The Officers present the trustee's report and reviewed financial statements for the year ended 30 April 2023.

Charity Name: London (UK) Chapter of The Links, Incorporated

Charity registration number: 1185612

Company registration number: 11928227

Registered Office: 71-75 Shelton Street,
Covent Garden,
London,
United Kingdom,
WC2H 9JQ

DIRECTORS

Ms D Mitchell

Chair

Ms M Cammett

Treasurer

Ms D Ayeko

Ms H Jikiemi

Ms D Burwell

DIRECTOR RESIGNATIONS

Ms A Atsrefi (May 2023)

Ms L James (May 2023)

COMPANY SECRETARY

Ms L Sierra

Accountant - Tockan & Co, 289 Brettenham Road, London, N18 2HF

STRUCTURE, GOVERNANCE AND MANAGEMENT

GOVERNING DOCUMENT

The London (UK) Chapter of The Links, Incorporated is a charitable company limited by guarantee, incorporated on 5 April 2019 and registered as a charity on 3 October 2019. The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £10.

RECRUITMENT AND APPOINTMENT OF MANAGEMENT COMMITTEE

Under the requirements of the Articles of Associations the directors are appointed through ordinary resolution by members of the charity.

All trustees give their time voluntarily and receive no benefits from the charity. All expenses reclaimed from the charity are set out in note 3a to the accounts.

Appointment procedure

The directors and trustees of the Company by Limited Guarantee (the “Company”) and Registered Charity (“Charity”) of the London (UK) Chapter of The Links, Incorporated must be Active Members of the organisation, appointed simultaneously with the election of officers every two (2) years by general meeting. The directors and trustees shall be identical across the Company and the Charity. In accordance with Charity Commission for England and Wales (“Charity Commission”) guidance, the directors and trustees shall be those individuals occupying offices which execute duties that ensure the Company and Charity are compliant with regulations and fulfil the charitable objectives as filed with the Charity Commission and included in the Articles of Association filed with Companies House (as defined by the Charity Commission). The minimum number of directors and trustees at any given time is three.

TRUSTEE INDUCTION AND TRAINING

All trustees are familiarised with the charitable objectives and activities of the Charity through a formal induction process upon joining the organisation. In addition, trustees receive a membership pack which contains the Articles of Association of the charity as well as required reading and guidance from the Charity Commission 'The Essentials of the Charity Trustee: what you need to know, what you need to do'. All trustees are required to complete 48 service hours within the financial year.

As part of the roles and responsibilities of each of the trustees within the charity, they are provided training as they pertain to their executive duties and access to ongoing trustee education through NCVO.

ORGANISATIONAL STRUCTURE

The London (UK) Chapter of The Links, Incorporated is run day to day by its directors and trustees with the support of volunteers serving in a variety of operational roles. The trustees are responsible for ensuring the charity fulfils its objectives as outlined in the articles of association filed with the Charity Commission in 2019. The trustees review and approve all policies and programmes on at least an annual basis.

The Trustees, appointed by virtue of office serve in the operating capacities of

- President (Chair of Trustees)
- Vice President (Chair of Membership)
- Treasurer (Chair of Finance) and
- Parliamentarian (Bylaws Chair), and
- Immediate Past President

The main operating roles and committees within the charity include:

- **Programming:** In charge of developing and implementing charitable service programming
- **Internal Audit:** Ensuring financial records are accurate and conform with requirements.

- **Ethics and Standards:** Oversees ethical issues and compliance with guidelines
- **Fund Development:** Oversees fundraising activities and contact with corporate sponsors
- **Communications and Archives:** Oversees external communications and long-term records of charitable activities

RELATED PARTIES

London (UK) Chapter of The Links, Incorporated is an affiliate of The Links, Incorporated, non-governmental organisation (NGO).

FUNDS HELD AS A CUSTODIAN TRUSTEE ON BEHALF OF OTHERS

We do not act as custodian trustee or hold funds on behalf of others.

OBJECTIVES AND ACTIVITIES

PURPOSES

Our charity's purposes as set out in the objects contained in the company's articles of association are to:

1. To advance education and relieve unemployment, in particular, but not exclusively amongst persons of African ancestry living in the UK in such ways as the trustees think fit including: providing mentoring, assisting with access to further education or the workplace, providing workshops, seminars, work placements, providing and assisting in the provision of arts and language study opportunities and the provision of grants and bursaries.
2. To promote good physical and mental health, in particular, but not exclusively amongst persons of African ancestry living in the UK in such ways as the trustees think fit including through the provision of information, advice, access to sporting activities and other support including financial support.
3. The relief of those in need, by reason of youth, age, ill-health, disability or financial hardship in particular but not exclusively amongst persons of African ancestry living in the UK in such ways as the trustees think fit.

4. To advance such other charitable purposes (according to the law of England and Wales) as the trustees see fit from time to time.

MAIN ACTIVITIES UNDERTAKEN TO FURTHER OUR PURPOSES

Black University students in the UK are on average less prepared for entry to university, have lower graduation and attainment rates and have fewer post-graduate opportunities versus their White British counterparts. This results in continued and systematic harm to their long-term wealth-building potential and social mobility. In 2022/2023 the London (UK) Chapter sought to address the lower attainment and progression of Black university students of London by partnering with Queen Mary University of London and The PROSPER Network to provide their students with mentorship and career education and financial support. These partnerships helped to provide practical support and life skills education to better prepare students for life after graduation and relieve some of the stressors that can detract from their educational achievement.

2022/2023 was the second year of our signature LEAP programme, through which the London (UK) Chapter sought to address the needs of the Black student population at Queen Mary University. The University was chosen due to its large population of Black students and the University's demonstrated contributions to social mobility for students.

To address these needs the chapter assessed funding and structuring options for study abroad, created a local grant programme to support and encourage financial education and participated in group mentoring and advice sessions. The chapter conducted the following activities to support the programme:

- Conducted a career and life skills workshop with students at Queen Mary University.
- Established relationships with Queen Mary University's office of Global Opportunities and Spelman College's Gordon-Zeto Center for Global Education to create and codify a brand new short-term exchange programme through an MOU, funded by the Chapter.

Beyond Queen Mary University, the chapter established an MOU with The PROSPER Network, a support and resource platform for driven 18-21 year olds from underserved backgrounds across Hackney, Newham, Tower Hamlets and Waltham Forest in order to

provide grant support to members of the network to further their educational opportunities. To support this initiative, the chapter delivered £5,000 in bursaries and pledged an additional £5,000 of grant funding.

The chapter also continued to partner with Dress for Success Greater London, hosting its second annual clothing drive in which yielded over £10,000 worth of clothing, shoes, and accessory donations. These donations will be used to support over 50 vulnerable and disadvantaged women seeking to enter or return into the workforce.

The chapter also worked in partnership with the US Embassy London to co-host an inaugural, two-day, all-female STEAM (Science, Tech, Engineering, Arts & Mathematics) Accelerator event during Women's History Month.

The chapter donated nearly £200 worth of groceries and personal care items to a food bank to support London families facing the cost of living crisis.

HOW OUR ACTIVITIES FURTHER OUR PURPOSES AND BENEFIT THE PUBLIC

The above activities align with our purpose to provide education and relieve current or potential unemployment for women and students from disadvantaged communities. It is our aim to close the gap for these populations in attainment and progression post-graduation, as well as support re-entry into the workforce for those already unemployed. During 2022/2023 the chapter laid the foundations for several impactful initiatives to be implemented in 2023/2024 and beyond.

PLANS FOR FUTURE PERIODS

Having developed relationships with our strategic partners over the programme year, the chapter plans to continue engaging these partners to deliver our services to university students and recent graduates. Our signed MoU with Queen Mary University of London and Spelman College launched our exchange programme which focuses on providing a young person with a unique educational opportunity and cultural experience. The London (UK) Chapter of The Links, Incorporated has earmarked funding to support this exchange programme in 2023/2024. In addition to our exchange programme, the charity will work with

the administration of Queen Mary University to continue to deliver workshops to coach students to expand their soft skills and prepare them for future employment.

For the PROSPER Network, the London (UK) Chapter will help fund workshops and educational opportunities for students around personal branding, CV writing, interview preparation career days and other skill-building courses. The PROSPER Network's role is to help develop the curriculum, which the chapter will also participate in delivering in the next programme year alongside mentoring services.

FINANCIAL REVIEW

Our work is reliant on donations from our members, the public, and corporate sponsors. During the period, we received donations of over £25,000.

PRINCIPAL FUNDING SOURCES

Our principal funding source is donations from our members, in the form of membership dues. Membership dues are calibrated to cover our operational expenses. In addition we received a corporate donation from FGS Global, the third year they have chosen to support us. Throughout the year we made use of the in person, hybrid, and online capabilities to continue to fundraise through the members of the public.

PERFORMANCE OF FUNDRAISING ACTIVITIES AGAINST OBJECTIVES SET

To nurture and expand awareness of the London (UK) Chapter of The Links, Incorporated, the organisation ensures that it has adequate resources to support its strategic priorities at all levels. The bulk of our individual donations were obtained through volunteer contributions. We are also extremely grateful to our corporate sponsor for the calendar year 2023, who contributed a donation of £15,000, which was received in January 2023.

RESERVES POLICY

The charity's trustees have considered the necessity of reserves for the charity. In light of the risks to the London (UK) Chapter of The Links, Incorporated, the trustees agreed that reserves must be kept to ensure we can continue to meet our charitable objectives during times of fluctuating income.

Since operating expenses are largely covered by membership dues, which are paid annually, the trustees based the reserve need on 12 months of operating expenditure in a scenario where there are fewer members. The trustees consider that the ideal level of reserves for our coverage period would be £4,500. This level will enable the charity to continue our activities in the event of a significant drop in funding. As we build resilience over time, an annual contingency of £500 will be set to bolster the reserves. In the event that the financial year ends in surplus, the funds carried forward will be transferred to the reserves for the following financial year.

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company as at the balance sheet and of incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements, the trustees should follow best practice and:

- Select suitable account policies and then apply them consistently;
- Make judgments and estimates that are reasonable and prudent; and
- Prepare financial statements on the going concern basis unless it is not appropriate to assume that the company will continue on that basis.

The trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 1985. The Management Committee is also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Signed on behalf of the charity's trustees

.....

Denise Mitchell

Chair

Date 28/02/2024

.....

Mena Cammett

Treasurer

STATEMENT OF FINANCIAL ACTIVITIES FOR YEAR ENDED 30 APRIL 2023

	Notes	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS 2023 £	TOTAL FUNDS 2022 £
Incoming resources					
Bank interest received		-	-	-	-
<i>Voluntary income</i>	2a	34,230	-	34,230	26,797
Total incoming resources		34,230	-	34,230	26,797
Resource expended					
<i>Organisation's Operating Activities</i>					
<i>Ordinary activities</i>	3	33,871	-	33,871	26,680
<i>Other resources expended</i>		384	-	384	384
Total resources expended		34,255	-	34,255	27,527
Net incoming/(outgoing) resources		(25)	-	(25)	(267)
<i>Movement of funds</i>					
Net movement in funds		(25)	-	(25)	(267)
Total funds brought forward at 1 May 2022		655	-	680	947
Total funds carried forward at 30 April 2023	5	630	-	655	680

BALANCE SHEET AS AT 30 APRIL 2022

	Notes	2023 £	2022 £
Fixed assets			
Tangible assets		0	361
Current assets			
Debtors			
Cash at bank and in hand	43,657		40,670
	<u>43,657</u>		<u>40,670</u>
Creditors: amounts falling due within one year	(43,002)		<u>(40,351)</u>
Net current assets		655	<u>319</u>
Total assets less current liabilities		655	<u>680</u>
NET ASSETS			
Funds			
Restricted funds			
Unrestricted funds	5	655	680
		<u>655</u>	<u>680</u>

Approved by the Board of Directors and signed on its behalf

Ms Mena Cammett

Director

The accompanying notes form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2023

1. Accounting policies

a. Accounting convention

The financial statements have been prepared under the historical cost convention. The financial statements include all transactions, assets and liabilities for which the organisation is responsible in law.

Funds accounting

Funds held by the organisation are:

- b. Unrestricted funds** - general funds which can be used for the organisation's ordinary purposes.

Designated funds - The organisation did not have monies set aside for specific future purposes or projects.

Restricted funds - The organisation did not receive any funds or grants to be expended on restricted projects.

c. Voluntary income

Collections are recognised when received.

Planned giving receivable is recognised only when received.

Income tax recoverable on Gift aid donations is recognised when the income is.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2023

2. Donations

	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS 2023 £	TOTAL FUNDS 2022 £
a Voluntary income				
Donations	26,797	-	26,797	26,977
Total incoming resources	26,797	-	26,797	26,977

3. Resources expended

	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS 2023 £	TOTAL FUNDS 2022 £
a Organisation's running expenses				
Donations & other charitable activities	34,230	-	34,230	-
Equipment repairs & maintenance	383	-	383	-
Subscriptions, licences & insurance	21,425	-	21,425	2,041
Educational sponsorships, seminars & workshops	-	-	-	16,500
Sundry expenses	2	-	2	12
Publications & other information	2,680	-	2,680	7,227
Accountancy	1,200	-	1,200	900
	33,871	-	33,871	26,680
Other resources expended	-	-	-	-
Bank charges	21	-	21	21
Depreciation	363	-	363	363
	384	-	384	384
				-
Total resources expended	34,255	-	34,255	27,064

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2023

4. Analysis of net assets by fund

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
Total assets	43,657	-	43,657	43,657
Current liabilities	(43,002)	-	(43,002)	(43,002)
Long term liabilities	-	-	-	-
	<u>655</u>	<u>-</u>	<u>655</u>	<u>655</u>

5. Statement of funds

	Bal b/fwd 1-May-22 £	Income £	Transfers, other gains and losses £	Bal c/fwd 30-Apr-23 £
Unrestricted Funds				
Bank interest received	-	-	-	-
Donations & grants received	680	34,230	(34,255)	655
	<u>680</u>	<u>34,230</u>	<u>(34,255)</u>	<u>655</u>
Restricted Funds				
	-	-	-	-
	-	-	-	-
	-	-	-	-
Total funds	<u>680</u>	<u>34,230</u>	<u>(34,255)</u>	<u>655</u>



Linked in Friendship, Connected in Service

London (UK) Chapter

LONDON (UK) CHAPTER OF THE LINKS, INCORPORATED

A company limited by guarantee

Trustee Report and Financial Statements
For the Year Ended 30 April 2023

Charity Number: 1185612
Company Number: 11928227

LONDON (UK) CHAPTER OF THE LINKS, INCORPORATED
(A company limited by guarantee)

FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 APRIL 2023

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Reference and administrative details

The Officers present the trustee's report and reviewed financial statements for the year ended 30 April 2023.

Charity Name: London (UK) Chapter of The Links, Incorporated

Charity registration number: 1185612

Company registration number: 11928227

Registered Office: 71-75 Shelton Street,
Covent Garden,
London,
United Kingdom,
WC2H 9JQ

DIRECTORS

Ms D Mitchell

Chair

Ms M Cammett

Treasurer

Ms D Ayeko

Ms H Jikiemi

Ms D Burwell

DIRECTOR RESIGNATIONS

Ms A Atsrefi (May 2023)

Ms L James (May 2023)

COMPANY SECRETARY

Ms L Sierra

Accountant - Tockan & Co, 289 Brettenham Road, London, N18 2HF

STRUCTURE, GOVERNANCE AND MANAGEMENT

GOVERNING DOCUMENT

The London (UK) Chapter of The Links, Incorporated is a charitable company limited by guarantee, incorporated on 5 April 2019 and registered as a charity on 3 October 2019. The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £10.

RECRUITMENT AND APPOINTMENT OF MANAGEMENT COMMITTEE

Under the requirements of the Articles of Associations the directors are appointed through ordinary resolution by members of the charity.

All trustees give their time voluntarily and receive no benefits from the charity. All expenses reclaimed from the charity are set out in note 3a to the accounts.

Appointment procedure

The directors and trustees of the Company by Limited Guarantee (the “Company”) and Registered Charity (“Charity”) of the London (UK) Chapter of The Links, Incorporated must be Active Members of the organisation, appointed simultaneously with the election of officers every two (2) years by general meeting. The directors and trustees shall be identical across the Company and the Charity. In accordance with Charity Commission for England and Wales (“Charity Commission”) guidance, the directors and trustees shall be those individuals occupying offices which execute duties that ensure the Company and Charity are compliant with regulations and fulfil the charitable objectives as filed with the Charity Commission and included in the Articles of Association filed with Companies House (as defined by the Charity Commission). The minimum number of directors and trustees at any given time is three.

TRUSTEE INDUCTION AND TRAINING

All trustees are familiarised with the charitable objectives and activities of the Charity through a formal induction process upon joining the organisation. In addition, trustees receive a membership pack which contains the Articles of Association of the charity as well as required reading and guidance from the Charity Commission 'The Essentials of the Charity Trustee: what you need to know, what you need to do'. All trustees are required to complete 48 service hours within the financial year.

As part of the roles and responsibilities of each of the trustees within the charity, they are provided training as they pertain to their executive duties and access to ongoing trustee education through NCVO.

ORGANISATIONAL STRUCTURE

The London (UK) Chapter of The Links, Incorporated is run day to day by its directors and trustees with the support of volunteers serving in a variety of operational roles. The trustees are responsible for ensuring the charity fulfils its objectives as outlined in the articles of association filed with the Charity Commission in 2019. The trustees review and approve all policies and programmes on at least an annual basis.

The Trustees, appointed by virtue of office serve in the operating capacities of

- President (Chair of Trustees)
- Vice President (Chair of Membership)
- Treasurer (Chair of Finance) and
- Parliamentarian (Bylaws Chair), and
- Immediate Past President

The main operating roles and committees within the charity include:

- **Programming:** In charge of developing and implementing charitable service programming
- **Internal Audit:** Ensuring financial records are accurate and conform with requirements.

- **Ethics and Standards:** Oversees ethical issues and compliance with guidelines
- **Fund Development:** Oversees fundraising activities and contact with corporate sponsors
- **Communications and Archives:** Oversees external communications and long-term records of charitable activities

RELATED PARTIES

London (UK) Chapter of The Links, Incorporated is an affiliate of The Links, Incorporated, non-governmental organisation (NGO).

FUNDS HELD AS A CUSTODIAN TRUSTEE ON BEHALF OF OTHERS

We do not act as custodian trustee or hold funds on behalf of others.

OBJECTIVES AND ACTIVITIES

PURPOSES

Our charity's purposes as set out in the objects contained in the company's articles of association are to:

1. To advance education and relieve unemployment, in particular, but not exclusively amongst persons of African ancestry living in the UK in such ways as the trustees think fit including: providing mentoring, assisting with access to further education or the workplace, providing workshops, seminars, work placements, providing and assisting in the provision of arts and language study opportunities and the provision of grants and bursaries.
2. To promote good physical and mental health, in particular, but not exclusively amongst persons of African ancestry living in the UK in such ways as the trustees think fit including through the provision of information, advice, access to sporting activities and other support including financial support.
3. The relief of those in need, by reason of youth, age, ill-health, disability or financial hardship in particular but not exclusively amongst persons of African ancestry living in the UK in such ways as the trustees think fit.

4. To advance such other charitable purposes (according to the law of England and Wales) as the trustees see fit from time to time.

MAIN ACTIVITIES UNDERTAKEN TO FURTHER OUR PURPOSES

Black University students in the UK are on average less prepared for entry to university, have lower graduation and attainment rates and have fewer post-graduate opportunities versus their White British counterparts. This results in continued and systematic harm to their long-term wealth-building potential and social mobility. In 2022/2023 the London (UK) Chapter sought to address the lower attainment and progression of Black university students of London by partnering with Queen Mary University of London and The PROSPER Network to provide their students with mentorship and career education and financial support. These partnerships helped to provide practical support and life skills education to better prepare students for life after graduation and relieve some of the stressors that can detract from their educational achievement.

2022/2023 was the second year of our signature LEAP programme, through which the London (UK) Chapter sought to address the needs of the Black student population at Queen Mary University. The University was chosen due to its large population of Black students and the University's demonstrated contributions to social mobility for students.

To address these needs the chapter assessed funding and structuring options for study abroad, created a local grant programme to support and encourage financial education and participated in group mentoring and advice sessions. The chapter conducted the following activities to support the programme:

- Conducted a career and life skills workshop with students at Queen Mary University.
- Established relationships with Queen Mary University's office of Global Opportunities and Spelman College's Gordon-Zeto Center for Global Education to create and codify a brand new short-term exchange programme through an MOU, funded by the Chapter.

Beyond Queen Mary University, the chapter established an MOU with The PROSPER Network, a support and resource platform for driven 18-21 year olds from underserved backgrounds across Hackney, Newham, Tower Hamlets and Waltham Forest in order to

provide grant support to members of the network to further their educational opportunities. To support this initiative, the chapter delivered £5,000 in bursaries and pledged an additional £5,000 of grant funding.

The chapter also continued to partner with Dress for Success Greater London, hosting its second annual clothing drive in which yielded over £10,000 worth of clothing, shoes, and accessory donations. These donations will be used to support over 50 vulnerable and disadvantaged women seeking to enter or return into the workforce.

The chapter also worked in partnership with the US Embassy London to co-host an inaugural, two-day, all-female STEAM (Science, Tech, Engineering, Arts & Mathematics) Accelerator event during Women's History Month.

The chapter donated nearly £200 worth of groceries and personal care items to a food bank to support London families facing the cost of living crisis.

HOW OUR ACTIVITIES FURTHER OUR PURPOSES AND BENEFIT THE PUBLIC

The above activities align with our purpose to provide education and relieve current or potential unemployment for women and students from disadvantaged communities. It is our aim to close the gap for these populations in attainment and progression post-graduation, as well as support re-entry into the workforce for those already unemployed. During 2022/2023 the chapter laid the foundations for several impactful initiatives to be implemented in 2023/2024 and beyond.

PLANS FOR FUTURE PERIODS

Having developed relationships with our strategic partners over the programme year, the chapter plans to continue engaging these partners to deliver our services to university students and recent graduates. Our signed MoU with Queen Mary University of London and Spelman College launched our exchange programme which focuses on providing a young person with a unique educational opportunity and cultural experience. The London (UK) Chapter of The Links, Incorporated has earmarked funding to support this exchange programme in 2023/2024. In addition to our exchange programme, the charity will work with

the administration of Queen Mary University to continue to deliver workshops to coach students to expand their soft skills and prepare them for future employment.

For the PROSPER Network, the London (UK) Chapter will help fund workshops and educational opportunities for students around personal branding, CV writing, interview preparation career days and other skill-building courses. The PROSPER Network's role is to help develop the curriculum, which the chapter will also participate in delivering in the next programme year alongside mentoring services.

FINANCIAL REVIEW

Our work is reliant on donations from our members, the public, and corporate sponsors. During the period, we received donations of over £25,000.

PRINCIPAL FUNDING SOURCES

Our principal funding source is donations from our members, in the form of membership dues. Membership dues are calibrated to cover our operational expenses. In addition we received a corporate donation from FGS Global, the third year they have chosen to support us. Throughout the year we made use of the in person, hybrid, and online capabilities to continue to fundraise through the members of the public.

PERFORMANCE OF FUNDRAISING ACTIVITIES AGAINST OBJECTIVES SET

To nurture and expand awareness of the London (UK) Chapter of The Links, Incorporated, the organisation ensures that it has adequate resources to support its strategic priorities at all levels. The bulk of our individual donations were obtained through volunteer contributions. We are also extremely grateful to our corporate sponsor for the calendar year 2023, who contributed a donation of £15,000, which was received in January 2023.

RESERVES POLICY

The charity's trustees have considered the necessity of reserves for the charity. In light of the risks to the London (UK) Chapter of The Links, Incorporated, the trustees agreed that reserves must be kept to ensure we can continue to meet our charitable objectives during times of fluctuating income.

Since operating expenses are largely covered by membership dues, which are paid annually, the trustees based the reserve need on 12 months of operating expenditure in a scenario where there are fewer members. The trustees consider that the ideal level of reserves for our coverage period would be £4,500. This level will enable the charity to continue our activities in the event of a significant drop in funding. As we build resilience over time, an annual contingency of £500 will be set to bolster the reserves. In the event that the financial year ends in surplus, the funds carried forward will be transferred to the reserves for the following financial year.

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company as at the balance sheet and of incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements, the trustees should follow best practice and:

- Select suitable account policies and then apply them consistently;
- Make judgments and estimates that are reasonable and prudent; and
- Prepare financial statements on the going concern basis unless it is not appropriate to assume that the company will continue on that basis.

The trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 1985. The Management Committee is also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Signed on behalf of the charity's trustees

.....

Denise Mitchell

Chair

Date 28/02/2024

.....

Mena Cammett

Treasurer

STATEMENT OF FINANCIAL ACTIVITIES FOR YEAR ENDED 30 APRIL 2023

	Notes	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS 2023 £	TOTAL FUNDS 2022 £
Incoming resources					
Bank interest received		-	-	-	-
<i>Voluntary income</i>	2a	34,230	-	34,230	26,797
Total incoming resources		34,230	-	34,230	26,797
Resource expended					
<i>Organisation's Operating Activities</i>					
<i>Ordinary activities</i>	3	33,871	-	33,871	26,680
<i>Other resources expended</i>		384	-	384	384
Total resources expended		34,255	-	34,255	27,527
Net incoming/(outgoing) resources		(25)	-	(25)	(267)
<i>Movement of funds</i>					
Net movement in funds		(25)	-	(25)	(267)
Total funds brought forward at 1 May 2022		655	-	680	947
Total funds carried forward at 30 April 2023	5	630	-	655	680

BALANCE SHEET AS AT 30 APRIL 2022

	Notes	2023 £	2022 £
Fixed assets			
Tangible assets		0	361
Current assets			
Debtors			
Cash at bank and in hand	43,657		40,670
	<u>43,657</u>		<u>40,670</u>
Creditors: amounts falling due within one year	(43,002)		<u>(40,351)</u>
Net current assets		655	<u>319</u>
Total assets less current liabilities		655	<u>680</u>
NET ASSETS			
Funds			
Restricted funds			
Unrestricted funds	5	655	680
		<u>655</u>	<u>680</u>

Approved by the Board of Directors and signed on its behalf

Ms Mena Cammett

Director

The accompanying notes form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2023

1. Accounting policies

a. Accounting convention

The financial statements have been prepared under the historical cost convention. The financial statements include all transactions, assets and liabilities for which the organisation is responsible in law.

Funds accounting

Funds held by the organisation are:

- b. Unrestricted funds** - general funds which can be used for the organisation's ordinary purposes.

Designated funds - The organisation did not have monies set aside for specific future purposes or projects.

Restricted funds - The organisation did not receive any funds or grants to be expended on restricted projects.

c. Voluntary income

Collections are recognised when received.

Planned giving receivable is recognised only when received.

Income tax recoverable on Gift aid donations is recognised when the income is.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2023

2. Donations

	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS 2023 £	TOTAL FUNDS 2022 £
a Voluntary income				
Donations	26,797	-	26,797	26,977
Total incoming resources	26,797	-	26,797	26,977

3. Resources expended

	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS 2023 £	TOTAL FUNDS 2022 £
a Organisation's running expenses				
Donations & other charitable activities	34,230	-	34,230	-
Equipment repairs & maintenance	383	-	383	-
Subscriptions, licences & insurance	21,425	-	21,425	2,041
Educational sponsorships, seminars & workshops	-	-	-	16,500
Sundry expenses	2	-	2	12
Publications & other information	2,680	-	2,680	7,227
Accountancy	1,200	-	1,200	900
	33,871	-	33,871	26,680
Other resources expended	-	-	-	-
Bank charges	21	-	21	21
Depreciation	363	-	363	363
	384	-	384	384
				-
Total resources expended	34,255	-	34,255	27,064

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2023

4. Analysis of net assets by fund

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
Total assets	43,657	-	43,657	43,657
Current liabilities	(43,002)	-	(43,002)	(43,002)
Long term liabilities	-	-	-	-
	<u>655</u>	<u>-</u>	<u>655</u>	<u>655</u>

5. Statement of funds

	Bal b/fwd 1-May-22 £	Income £	Transfers, other gains and losses £	Bal c/fwd 30-Apr-23 £
Unrestricted Funds				
Bank interest received	-	-	-	-
Donations & grants received	680	34,230	(34,255)	655
	<u>680</u>	<u>34,230</u>	<u>(34,255)</u>	<u>655</u>
Restricted Funds				
	-	-	-	-
	-	-	-	-
	-	-	-	-
Total funds	<u>680</u>	<u>34,230</u>	<u>(34,255)</u>	<u>655</u>



**Independent examiner's report on the
accounts**

**Report to the trustees/
members of**

Charity Name
London (U K) Chapter of the Links Incorporated.

**On accounts for the year
ended**

30 th April, 2023	Charity no (if any)	1185612
------------------------------	--------------------------------	---------

Set out on pages

1,2,3,4, 5 & 6
(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 30th April, 2020.

**Responsibilities and basis
of report**

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

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent examiner's
statement**

[The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of [insert name of applicable listed body]]. *Delete [] if not applicable.*

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below *) which gives me cause to believe that in, any material respect:

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

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

** Please delete the words in the brackets if they do not apply.*

Signed: YTockan (signed)

Date: 24th January, 2024

Name: Yusufu Tockan FCCA

Relevant professional qualification(s) or body (if any): Chartered Certified Accountant

Address: Tockan & Co., Chartered Certified Accountants
289 Brettenham Road, Edmonton
LONDON N18 2HF.

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

A large, empty rectangular box with a thin black border, occupying the right two-thirds of the page. It is intended for the user to provide details as requested in the text to its left.

LONDON (UK) CHAPTER OF THE LINKS, INCORPORATED

England & Wales - Charity number 1185612

Accounts



Section A

Independent Examiner's Report

**Report to the trustees/
members of**

Charity Name
London (UK) Chapter of the Links, Incorporated.

**On accounts for the year
ended**

30 th April, 2022	Charity no (if any)	1185612
------------------------------	--------------------------------	---------

Set out on pages

7,8,9,10, 11 & 12
(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 30th April, 2022.

**Responsibilities and basis
of report**

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

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent examiner's
statement**

[The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of [insert name of applicable listed body]]. *Delete [] if not applicable.*

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below *) which gives me cause to believe that in, any material respect:

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

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

** Please delete the words in the brackets if they do not apply.*

Signed:

Y. TOCKAN

Date:

28th February, 2023

Name:

Yusufu Tockan FCCA

Relevant professional qualification(s) or body (if any):

Chartered Certified Accountant

Address:

Tockan & Co., Chartered Certified Accountants

289 Brettenham Road, Edmonton

LONDON N18 2HF.

Section B

Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

[Empty box for disclosure details]



Linked in Friendship, Connected in Service
London (UK) Chapter

LONDON (UK) CHAPTER OF THE LINKS, INCORPORATED

A company limited by guarantee

Trustee Report and Financial Statements
For the Year Ended 30 April 2022

Charity Number: 1185612
Company Number: 11928227



LONDON (UK) CHAPTER OF THE LINKS, INCORPORATED

(A company limited by guarantee)

**FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 APRIL 2022**

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REFERENCE AND ADMINISTRATIVE DETAILS

The Officers present the trustee's report and reviewed financial statements for the year ended 30 April 2022.

Charity Name: London (UK) Chapter of The Links, Incorporated

Charity registration number: 1185612

Company registration number: 11928227

Registered Office:
71-75 Shelton Street,
Covent Garden,
London,
United Kingdom,
WC2H 9JQ

DIRECTORS

Ms D Burwell Chair

Ms D Ayeko Treasurer

Ms A Atsrefi Secretary

Ms L James

Ms D Mitchell

Accountant Tockan & Co, 289 Brettenham Road, London, N18 2HF

STRUCTURE, GOVERNANCE AND MANAGEMENT

GOVERNING DOCUMENT

The London (UK) Chapter of The Links, Incorporated is a charitable company limited by guarantee, incorporated on 5 April 2019 and registered as a charity on 3 October 2019. The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £10.

RECRUITMENT AND APPOINTMENT OF MANAGEMENT COMMITTEE

Under the requirements of the Articles of Associations the directors are appointed through ordinary resolution by members of the charity.

All trustees give their time voluntarily and receive no benefits from the charity. All expenses reclaimed from the charity are set out in note 3a to the accounts.

Appointment procedure

The directors and trustees of the Company by Limited Guarantee (the “Company”) and Registered Charity (“Charity”) of the London (UK) Chapter of The Links, Incorporated must be Active Members of the organisation, appointed simultaneously with the election of officers every two (2) years by general meeting. The directors and trustees shall be identical across the Company and the Charity. In accordance with Charity Commission for England and Wales (“Charity Commission”) guidance, the directors and trustees shall be those individuals occupying offices which execute duties that ensure the Company and Charity are compliant with regulations and fulfill the charitable objectives as filed with the Charity Commission and included in the Articles of Association filed with Companies House (as defined by the Charity Commission). The minimum number of directors and trustees at any given time is three.

TRUSTEE INDUCTION AND TRAINING

All trustees are familiarised with the charitable objectives and activities of the Charity through a formal induction process upon joining the organisation. In addition, trustees receive a membership pack which contains the Articles of Association of the charity as well as required reading and guidance from the Charity Commission ‘The Essentials of the Charity Trustee: what you need to know, what you need to do’. All trustees are required to complete 48 service hours within the financial year.

As part of the roles and responsibilities of each of the trustees within the charity, they are provided training as they pertain to their executive duties and access to ongoing trustee education through NCVO.

ORGANISATIONAL STRUCTURE

The London (UK) Chapter of The Links, Incorporated is run day to day by its Directors and Trustees with the support of volunteers serving in a variety of operational roles. The trustees are responsible for ensuring the Charity fulfils its objectives as outlined in the articles of association filed with the Charity Commission in 2019. The trustees review and approve all policies and programmes on at least an annual basis.

The Trustees, appointed by virtue of office serve in the operating capacities of

- **President** (Chair of Trustees)
- **Vice President** (Chair of Membership)

- **Secretary** (General Administration)
- **Treasurer** (Chair of Finance) and
- **Parliamentarian** (Bylaws Chair).

The main operating roles and committees within the charity include:

- **Programming:** In charge of developing and implementing charitable service programming
- **Internal Audit:** Ensuring financial records are accurate and conform with requirements.
- **Ethics and Standards:** Oversees ethical issues and compliance with guidelines
- **Fund Development:** Oversees fundraising activities and contact with corporate sponsors
- **Communications and Archives:** Oversees external communications and long-term records of charitable activities

RELATED PARTIES

London (UK) Chapter of The Links, Incorporated is an affiliate of The Links, Incorporated, non-governmental organisation (NGO).

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We do not act as custodian trustee or hold funds on behalf of others.

OBJECTIVES AND ACTIVITIES

PURPOSES

Our charity's purposes as set out in the objects contained in the company's articles of association are to:

1. To advance education and relieve unemployment, in particular but not exclusively amongst persons of African ancestry living in the UK in such ways as the trustees think fit including: providing mentoring, assisting with access to further education or the workplace, providing workshops, seminars, work placements, providing and assisting in the provision of arts and language study opportunities and the provision of grants and bursaries.
2. To promote good physical and mental health, in particular but not exclusively amongst persons of African ancestry living in the UK in such ways as the trustees think fit including through the provision of information, advice, access to sporting activities and other support including financial support.
3. The relief of those in need, by reason of youth, age, ill-health, disability or financial hardship in particular but not exclusively amongst persons of African ancestry living in the UK in such ways as the trustees think fit.
4. To advance such other charitable purposes (according to the law of England and Wales) as the trustees see fit from time to time.

MAIN ACTIVITIES UNDERTAKEN TO FURTHER OUR PURPOSES

The onslaught of the pandemic posed a need for the organisation to revamp its approach to programming and target population to ensure consistent access to populations in need of support and stability of our long-term service delivery. The London (UK) Chapter of The Links, Incorporated performed a community needs assessment.

The organisation reviewed the attainment and progression statistics for students of African descent at various universities in London to determine whether they performed more poorly than the average of the student population. This included assessment of the graduation rates, rankings or grades upon graduation and progression onto further education or full-time employment.

Figures published by the Higher Education Statistics Agency (HESA) show that 5% of black graduates were unemployed 15 months after leaving university, compared with just 3% of white graduates.

According to analysis from the Higher Education Statistics Agency (HESA), compared to white graduates, graduates in black and minority ethnic groups are eight percentage points less likely to be in full-time employment just over a year after leaving higher education. In April 2021, ONS data showed that 41.6% of black youth aged 16-24 were unemployed, the highest level since 2008. This compared to 12.4% for white people of the same age.

Statistics also show that UK-domiciled male graduates (4%) are more likely to be unemployed than female graduates (3%) – and yet male graduates are more likely to be paid more than their female peers.

It is anticipated that achievement gaps will be exacerbated by the pandemic. Students of colour have lost an average of one to five months of learning versus one month for white students according to a study by McKinsey.

In response to these disparities, the charity has fostered a partnership with the African and Caribbean Society (ACS) at Queen Mary University to address the needs of the Black student population. Through the relationship with the ACS which has over 200 members, the charity was able to directly target a population of Black students and assess their needs via a survey. We identified their top needs as being mentoring, facilitating an HBCU exchange programme, and budgeting/financial education. To address these needs, the charity assessed funding and structuring options for study abroad, created a local grant programme to support and encourage financial education, and participated in group mentoring and advice sessions. We anticipate sending our first students abroad during 2023.

We also continued to partner with Dress for Success Greater London. We hosted our second annual clothing drive in which we received over £10,000 worth of clothing, shoes, and accessory donations. These donations will be used to support over 50 vulnerable and disadvantaged women seeking to enter or return into the workforce.

In addition to the above we launched a financial literacy course for university students called “Our Money Matters”. The programme provides training around budgeting, credit management, and financial planning for university aged students. Ten participants signed up to the programme with the student completing the most courses receiving a grant of £250.

HOW OUR ACTIVITIES FURTHER OUR PURPOSES AND BENEFIT THE PUBLIC

The above activities align with our purpose to provide education and relieve current or potential unemployment for women and students from disadvantaged communities. It is our aim to close the gap for these populations in attainment and progression post graduation, as well as support re-entry into the workforce for those already unemployed.

PLANS FOR FUTURE PERIODS

Having developed relationships with our strategic partners over the programme year, the charity plans to continue engaging these partners to deliver our services to university students and recent graduates. We have extended and developed relationships with two universities, Queen Mary University of London and Spelman College in the United States. Our recently signed MoU launches our exchange programme which focuses on providing a young person with a unique educational opportunity and cultural experience. The London (UK) Chapter of The Links, Incorporated has earmarked funding to support this exchange programme. In addition to our exchange programme, the charity will work with the administration of Queen Mary University to deliver a series of workshops to coach students to expand their soft skills and prepare them for future employment.

We will also explore partnerships with other organisations to reach more university students. One partner we are building a relationship with is The Prosper Network who work with 18-21 year olds from underserved communities across the UK. The London (UK) Chapter of The Links, Incorporated aims to support the activities of The Prosper Network through grants for educational support and mentorship for personal and professional development.

FINANCIAL REVIEW

Our work is reliant on donations from our members, the public, and corporate sponsors. During the period, we received donations of over £26,000.

PRINCIPAL FUNDING SOURCES

Our principal funding source is donations from our members, in the form of membership dues. Membership dues are calibrated to cover our operational expenses. In addition we received a corporate donation from Finsbury Glover Hering (recently renamed FGS Global), the second year they have chosen to support us.

Throughout the year we have made use of the in person, hybrid, and online capabilities to continue to fundraise through the members of the public.

PERFORMANCE OF FUNDRAISING ACTIVITIES AGAINST OBJECTIVES SET

As the restrictions on face-to-face events were lifted, we transitioned back to in person fundraising with a clothing drive. Additionally, the charity held an online fundraiser to celebrate Black art and music hosted by Ayo Adeyinka, the founder of TAFETA, entitled 'For the Love of Art and Jazz'. The flexibility of choosing whether to fundraise online or in person was beneficial to our fundraising efforts.

The bulk of our individual donations were obtained through volunteer contributions. We are also extremely grateful to our corporate sponsor for the calendar year 2022, who contributed a donation of £15,000, which was received in December 2021.

RESERVES POLICY

The charity's trustees have considered the necessity of reserves for the charity. In light of the risks to the London (UK) Chapter of The Links, Incorporated, the trustees agreed that reserves must be kept to ensure we can continue to meet our charitable objectives during times of fluctuating income.

Since operating expenses are largely covered by membership dues, which are paid annually, the trustees based the reserve need on 12 months of operating expenditure in a scenario where there are fewer members. The trustees consider that the ideal level of reserves for our coverage period would be £4,500. This level will enable the charity to continue our activities in the event of a significant drop in funding. As we build resilience over time, an annual contingency of £500 will be set to bolster the reserves. In the event that the financial year ends in surplus, the funds carried forward will be transferred to the reserves for the following financial year.

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company as at the balance sheet and of incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements, the trustees should follow best practice and:

- Select suitable account policies and then apply them consistently;
- Make judgments and estimates that are reasonable and prudent; and

- Prepare financial statements on the going concern basis unless it is not appropriate to assume that the company will continue on that basis.

The trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 1985. The Management Committee is also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees declare that they have approved the trustee's report above.
Signed on behalf of the charity's trustees



Dorothy Burwell

Chair

Date 28/02/2022



Damilola Ayeko

Treasurer

STATEMENT OF FINANCIAL ACTIVITIES FOR YEAR ENDED 30 APRIL 2022

	Notes	Unrestricted Funds	Restricted Funds	TOTAL FUNDS 2022	TOTAL FUNDS 2021
		£	£	£	£
Incoming resources					
Bank interest received		-	-	-	-
<i>Voluntary income</i>	2a	26,797	-	26,797	27,344
Total incoming resources		26,797	-	26,797	27,344
Resource expended					
<i>Organisation's Operating Activities</i>					
<i>Ordinary activities</i>	3	26,680	-	26,680	27,157
<i>Other resources expended</i>		384	-	384	370
Total resources expended		27,064	-	27,064	27,527
Net incoming/(outgoing) resources		(267)	-	(267)	(183)
<i>Movement of funds</i>					
Net movement in funds		(267)	-	(267)	(183)
Total funds brought forward at 1 May 2021		947	-	947	1,130
Total funds carried forward at 30 April 2022	5	680	-	680	947

BALANCE SHEET AS AT 30 APRIL 2022

	Notes	2022 £	2021 £
Fixed assets			
Tangible assets		361	724
Current assets			
Debtors			
Cash at bank and in hand		40,670	23,825
		<u>40,670</u>	<u>23,825</u>
Creditors: amounts falling due within one year		(40,351)	(23,602)
Net current assets		319	<u>223</u>
Total assets less current liabilities		680	<u>947</u>
NET ASSETS		<u>680</u>	<u>947</u>
Funds			
Restricted funds			
Unrestricted funds	5	680	947
		<u>680</u>	<u>947</u>

Approved by the Board of Directors and signed on its behalf



Ms Damilola Ayeko
Director

The accompanying notes form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2022

1. Accounting policies

a. Accounting convention

The financial statements have been prepared under the historical cost convention. The financial statements include all transactions, assets and liabilities for which the organisation is responsible in law.

Funds accounting

Funds held by the organisation are:

- b. *Unrestricted funds* - general funds which can be used for the organisation's ordinary purposes.

Designated funds - The organisation did not have monies set aside for specific future purposes or projects.

Restricted funds - The organisation did not receive any funds or grants to be expended on restricted projects.

c. Voluntary income

Collections are recognised when received.

Planned giving receivable is recognised only when received.

Income tax recoverable on Gift aid donations is recognised when the income is.

d. Resources used

Resources expended are accounted for on a cash basis and accounted for as paid.

Grants

Grants and donations are accounted for when paid, or when awarded, where the award creates a binding obligation for the organisation.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2022

2. Incoming resources

	Unrestricted Funds	Restricted Funds	TOTAL FUNDS 2022	TOTAL FUNDS 2021
	£	£	£	£
<i>a Voluntary income</i>				
<i>Donations</i>	26,797	-	26,797	27,344
Total incoming resources	26,797	-	26,797	27,344

3. Resources expended

	Unrestricted Funds	Restricted Funds	TOTAL FUNDS 2022	TOTAL FUNDS 2021
	£	£	£	£
<i>a Organisation's running expenses</i>				
Postage & stationery	-	-	-	-
Equipment repairs & maintenance	-	-	-	-
Subscriptions, licences & insurance	2,041	-	2,041	9,978
Conference, seminars & workshops	16,500	-	16,500	1,279
Sundry expenses	12	-	12	-
Community projects & sponsorships	7,227	-	7,227	15,250
Accountancy	900	-	900	650
	26,680	-	26,680	27,157
Other resources expended	-	-	-	-
Bank charges	21	-	21	7
Depreciation	363	-	363	363
	384	-	384	370
			-	-
Total resources expended	27,064	-	27,064	27,527

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2022

4. Analysis of net assets by fund

	Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
	£	£	£	£
Total assets	41,031	-	41,031	5,581
Current liabilities	(40,351)	-	(40,351)	(4,451)
Long term liabilities	-	-	-	-
	680	-	680	1,130

5. Statement of funds

	Bal b/fwd	Income	Transfers, other gains and losses	Bal c/fwd
	01-May-21		£	30-Apr-22
	£	£		£
Unrestricted Funds				
Bank interest received	-	-	-	-
Donations & grants received	947	26,797	(27,064)	680
	947	26,797	(27,064)	680
Restricted Funds				
	-	-	-	-
	-	-	-	-
	-	-	-	-
	-	-	-	-
Total funds	947	26,797	(27,064)	680

LONDON (UK) CHAPTER OF THE LINKS, INCORPORATED

England & Wales - Charity number 1185612

Accounts



Linked in Friendship, Connected in Service
London (UK) Chapter

LONDON (UK) CHAPTER OF THE LINKS, INCORPORATED

A company limited by guarantee

Trustee Report and Financial Statements

For the Year Ended 30 April 2021

Charity Number: 1185612
Company Number: 11928227



LONDON (UK) CHAPTER OF THE LINKS, INCORPORATED
(A company limited by guarantee)
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 APRIL 2021

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REFERENCE AND ADMINISTRATIVE DETAILS REFERENCE AND ADMINISTRATIVE DETAILS

The Officers present the trustee's report and reviewed financial statements for the year ended 30 April 2021

Charity Name: London (UK) Chapter of The Links,
Incorporated

Charity registration number: 1185612

Company registration number: 11928227

Registered Office: 71-75 Shelton Street,
Covent Garden,
London,
United Kingdom,
WC2H 9JQ

DIRECTORS

Ms D Burwell Chair
Ms D Ayeko Treasurer
Ms A Atsrefi
Ms S Hudson

Ms D Mitchell Secretary

Accountant Tockan & Co, 289 Brettenham Road,
London, N18 2HF

STRUCTURE, GOVERNANCE AND MANAGEMENT

GOVERNING DOCUMENT

The London (UK) Chapter of The Links, Incorporated is a charitable company limited by guarantee, incorporated on 5 April 2019 and registered as a charity on 3 October 2019. The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £10.

RECRUITMENT AND APPOINTMENT OF MANAGEMENT COMMITTEE

Under the requirements of the Articles of Associations the directors are appointed through ordinary resolution by members of the charity.

All trustees give their time voluntarily and receive no benefits from the charity. All expenses reclaimed from the charity are set out in note 3a to the accounts.

Appointment procedure

The directors and trustees of the Company by Limited Guarantee (the “Company”) and Registered Charity (“Charity”) of the London (UK) Chapter of The Links, Incorporated must be Active Members of the organisation, appointed simultaneously with the election of officers every two (2) years by general meeting. The directors and trustees shall be identical across the Company and the Charity. In accordance with Charity Commission for England and Wales (“Charity Commission”) guidance, the directors and trustees shall be those individuals occupying offices which execute duties that ensure the Company and Charity are compliant with regulations and fulfill the charitable objectives as filed with the Charity Commission and included in the Articles of Association filed with Companies House (as defined by the Charity Commission). The minimum number of directors and trustees at any given time is three.

TRUSTEE INDUCTION AND TRAINING

All trustees are familiarised with the charitable objectives and activities of the Charity through a formal induction process upon joining the organisation. In addition, trustees receive a membership pack which contains the Articles of Association of the charity as well as required reading and guidance from the Charity Commission 'The Essentials of the Charity Trustee: what you need to know, what you need to do'. All trustees are required to complete 48 service hours within the financial year.

As part of the roles and responsibilities of each of the trustees within the charity, they are provided training as they pertain to their executive duties and access to ongoing trustee education through NCVO.

ORGANISATIONAL STRUCTURE

The London (UK) Chapter of The Links, Incorporated is run day to day by its Directors and Trustees with the support of volunteers serving in a variety of operational roles. The trustees are responsible for ensuring the Charity fulfils its objectives as outlined in the articles of association filed with the Charity Commission in 2019. The trustees review and approve all policies and programmes on at least an annual basis.

The Trustees, appointed by virtue of office serve in the operating capacities of

- **President** (Chair of Trustees)
- **Vice President** (Chair of Membership)
- **Secretary** (General Administration)
- **Treasurer** (Chair of Finance) and
- **Parliamentarian** (Bylaws Chair).

The main operating roles and committees within the charity include:

- **Programming:** In charge of developing and implementing charitable service programming
- **Internal Audit:** Ensuring financial records are accurate and conform with requirements.
- **Ethics and Standards:** Oversees ethical issues and compliance with guidelines
- **Fund Development:** Oversees fundraising activities and contact with corporate sponsors
- **Communications and Archives:** Oversees external communications and long-term records of charitable activities

RELATED PARTIES

London (UK) Chapter of The Links, Incorporated is an affiliate of The Links, Incorporated, non-governmental organisation (NGO).

FUNDS HELD AS A CUSTODIAN TRUSTEE ON BEHALF OF OTHERS

We do not act as custodian trustee or hold funds on behalf of others.

OBJECTIVES AND ACTIVITIES

PURPOSES

Our charity's purposes as set out in the objects contained in the company's articles of association are to:

1. To advance education and relieve unemployment, in particular but not exclusively amongst persons of African ancestry living in the UK in such ways as the trustees think fit including: providing mentoring, assisting with access to further education or the workplace, providing workshops, seminars, work placements, providing and assisting in the provision of arts and language study opportunities and the provision of grants and bursaries.
2. To promote good physical and mental health, in particular but not exclusively amongst persons of African ancestry living in the UK in such ways as the trustees think fit including through the provision of information, advice, access to sporting activities and other support including financial support.
3. The relief of those in need, by reason of youth, age, ill-health, disability or financial hardship in particular but not exclusively amongst persons of African ancestry living in the UK in such ways as the trustees think fit.
4. To advance such other charitable purposes (according to the law of England and Wales) as the trustees see fit from time to time.

MAIN ACTIVITIES UNDERTAKEN TO FURTHER OUR PURPOSES

During the programme year we have delivered five workshops and supporting materials, which were shared with the Dress for Success Greater London client population.

- Delivering effective virtual presentations
- Exploring Anxiety and Trigger Points and Effective Management Techniques
- Goal Setting
- Virtual CV Clinic and 1:1 coaching
- Building resilience and confidence in uncertain times

In addition to the above we participated in a donation drive for Lewisham Food Bank delivering c.200 pounds of food and necessities for those in need during the pandemic.

HOW OUR ACTIVITIES FURTHER OUR PURPOSES AND BENEFIT THE PUBLIC

During the year our directly delivered services reached approximately 50 women ages 21 to 65. The women were coming from disadvantaged backgrounds due to unemployment or other hardship. The main purpose of our workshops was to increase participant's confidence and capacity to pursue next steps in career advancement and independence.

At each workshop we conducted satisfaction surveys measuring the quality of the content and overall satisfaction with the events. It was with great pleasure that we received 100% satisfaction with our workshop content with over 90% rating the workshops as excellent or equivalent.

Achievements against objectives set

Due to the pandemic our programming plans were revised to reflect the current environment, scaling our support from focusing on ongoing support of 20 women participating in the Dress for Success Greater London - Professional Women's Group, to providing service to a wider audience of unemployed and furloughed women. We ultimately supported 50 women during the period with our service offering.

Our work with youth was placed on pause during the year due to restrictions in accessing schools and contact with students.

PLANS FOR FUTURE PERIODS

The charity plans to refocus its strategic partners next year to deliver our services to a more targeted group of individuals, specifically university students and recent graduates in need of support gaining access to employment. As restrictions ease, we are hoping to resume our work with young people. This evolution in our programming reflects the disproportionate impact the pandemic has had on the lives of young people from communities of colour and less affluent backgrounds. Prior to the pandemic, graduates in black and minority ethnic groups were reported as nine percentage points less likely to be in full-time employment just over a year after leaving higher education than white graduates, according to the analysis from High Education Statistics Agency (HESA). In April 2021, Office for National Statistics (ONS) data showed that 41.6% of black youth aged 16-24 were unemployed, the highest level since 2008.

In line with our charitable objectives to advance education and relieve unemployment, in particular but not exclusively amongst persons of African ancestry living in the UK, members, the chapter will be able to directly target a population of Black students addressing their the London (UK) Chapter has sought to address the needs of the Black student population at Queen Mary University by fostering a partnership with the student African and Caribbean Society (ACS). Through the relationship with the ACS which has over 200 specific needs based on research within the population.

London (UK) Chapter of The Links, Incorporated has earmarked funding for additional programming which will 1) coach students to interview for work experience and full time employment opportunities, 2) building awareness in the areas of managing personal finances 3) support for managing stress and promoting mental health and 4) providing financial support to students in need.

We will also continue to partner with Dress for Success Greater London in delivering its Transit Forward programme, which supports vulnerable and disadvantaged young women exiting University with gaining the confidence and practical skills required to begin their careers.

¹ HESA, Higher Education Graduate Outcomes Statistics: UK, 2018/19 - Graduate activities and characteristics, 20 July 2021 - <https://www.hesa.ac.uk/news/20-07-2021/sb260-higher-education-graduate-outcomes-statistics/activities>

² The Guardian, 11, April 2021, Black youth unemployment rate of 40% similar to time of Brixton riots, data shows - <https://www.theguardian.com/society/2021/apr/11/black-youth-unemployment-rate-brixton-riots-covid>

FINANCIAL REVIEW

Our work is reliant on donations from our members, the public, and corporate sponsors. During the period, we received donations of over £27,000.

PRINCIPAL FUNDING SOURCES

Our principal funding source is donations from our members, in the form of membership dues. Membership dues are calibrated to cover our operational expenses. This year we also received our first corporate donation from Finsbury Glover Hering.

The new virtual environment has presented other opportunities to fundraise as a result we were able to continue to fundraise through members of the public.

PERFORMANCE OF FUNDRAISING ACTIVITIES AGAINST OBJECTIVES SET

During the year, face-to-face restrictions required a shift in our fundraising to virtual formats and continued direct donations from volunteers. The bulk of our individual donations were obtained through volunteer contributions. Additionally, the charity held an online coaching fundraiser for professional women facilitated by executive coach Madeline McQueen, entitled Making YOU Count in 2020.

We are also extremely grateful to our corporate sponsor for the calendar year 2021, who contributed a donation of £15000, which was received in December 2020.

RESERVES POLICY

The charity's trustees have considered the necessity of reserves for the charity. In light of the risks to the London (UK) Chapter of The Links, Incorporated, the trustees agreed that reserves must be kept to ensure we can continue to meet our charitable objectives during times of fluctuating income.

Since operating expenses are largely covered by membership dues, which are paid annually, the trustees based the reserve need on 12 months of operating

expenditure in a scenario where there are fewer members. The trustees consider that the ideal level of reserves for our coverage period would be £4,500. This level will enable the charity to continue our activities in the event of a significant drop in funding. As we build resilience over time, an annual contingency of £500 will be set to bolster the reserves. In the event that the financial year ends in surplus, the funds carried forward will be transferred to the reserves for the following financial year.

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company as at the balance sheet and of incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements, the trustees should follow best practice and:

- Select suitable account policies and then apply them consistently;
- Make judgments and estimates that are reasonable and prudent; and
- Prepare financial statements on the going concern basis unless it is not appropriate to assume that the company will continue on that basis.

The trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 1985. The Management Committee is also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Signed on behalf of the charity's trustees



Dorothy Burwell

Chair



Damilola Ayeko

Treasurer

Date 21/02/2022

STATEMENT OF FINANCIAL ACTIVITIES FOR YEAR ENDED 30 APRIL 2021

	Notes	Unrestricted Funds £	Restricted Funds £	TOTAL Funds 2021 £	TOTAL Funds 2020 £
Incoming resources					
Bank interest received		0		0	1
<i>Voluntary income</i>	2a	27,344		27,344	15,203
Total incoming resources		<u>27,344</u>		<u>27,344</u>	<u>15,204</u>
Resource expended					
<i>Organisation's Operating Activities</i>					
<i>Ordinary activities</i>	3	27,157		27,157	13,656
<i>Other resources expended</i>		370		370	418
Total resources expended		<u>27,527</u>		<u>27,527</u>	<u>14,074</u>
Net incoming/(outgoing) resources		(183)		(183)	1,130
<i>Movement of funds</i>					
Net movement in funds		<u>(183)</u>		<u>(183)</u>	<u>1,130</u>
Total funds brought forward at 1 May 2020		1,130		1,130	
Total funds carried forward at 30 April 2021	5	<u>947</u>		<u>947</u>	<u>1,130</u>

BALANCE SHEET AS AT 30 APRIL 2021

	Notes	2021 £	2020 £
Fixed assets			
Tangible assets		724	1,087
Current assets			
Debtors			
Cash at bank and in hand		23,825	4,494
		<u>23,825</u>	<u>4,494</u>
Creditors: amounts falling due within one year		(23,602)	(4,451)
Net current assets		223	<u>1,130</u>
Total assets less current liabilities		947	1,130
NET ASSETS			
		<u>947</u>	<u>1,130</u>
Funds			
Restricted funds			
Unrestricted funds	5	947	1,130
		<u>947</u>	<u>1,130</u>

Approved by the Board of Directors and signed on its behalf



Ms Damilola Ayeko

Director

The accompanying notes form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2021

1. Accounting policies

a. Accounting convention

The financial statements have been prepared under the historical cost convention. The financial statements include all transactions, assets and liabilities for which the organisation is responsible in law.

Funds accounting

Funds held by the organisation are:

- b. *Unrestricted funds* - general funds which can be used for the organisation's ordinary purposes.

Designated funds - The organisation did not have monies set aside for specific future purposes or projects.

Restricted funds - The organisation did not receive any funds or grants to be expended on restricted projects.

c. Voluntary income

Collections are recognised when received.

Planned giving receivable is recognised only when received.

Income tax recoverable on Gift aid donations is recognised when the income is.

d. Resources used

Resources expended are accounted for on a cash basis and accounted for as paid.

Grants

Grants and donations are accounted for when paid, or when awarded, where the award creates a binding obligation for the organisation.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2021

2. Incoming resources

	Unrestricted Funds £	Restricted Funds £	TOTAL Funds 2021 £	TOTAL Funds 2020 £
a Voluntary income				
<i>Donations</i>	27,344		27,344	15,203
Total incoming resources	<u>27,344</u>		<u>27,344</u>	<u>15,203</u>

3. Resources expended

	Unrestricted Funds £	Restricted Funds £	TOTAL Funds 2021 £	TOTAL Funds 2020 £
a Organisation's running expenses				
Postage & stationery	0		0	498
Equipment repairs & maintenance	0		0	414
Subscriptions, licences & insurance	9,978		9,978	7,169
Conference, seminars & workshops	1,279		1,279	5,074
Sundry expenses	0		0	1
Community projects & sponsorships	15,250		15,250	
Accountancy	650		650	500
	<u>27,157</u>		<u>27,157</u>	<u>13,656</u>
Other resources expended			0	
Bank charges	7		7	55
Depreciation	363		363	363
	<u>370</u>		<u>370</u>	<u>418</u>
			0	
Total resources expended	<u>27,527</u>		<u>27,527</u>	<u>14,074</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2021

4. Analysis of net assets by fund

	Unrestricted Funds £	Restricted Funds £	TOTAL Funds 2021 £	TOTAL Funds 2020 £
Total assets	24,549		24,549	5,581
Current liabilities	(23,602)		(23,602)	(4,451)
Long term liabilities				
	947	0	947	1,130

5. Statement of funds

	Bal b/fwd 01-May-20 £	Income £	Transfers, other gains and losses £	Bal c/fwd 30-Apr-21 £
Unrestricted Funds				
Bank interest received	1	0	0	1
Donations & grants received	1,129	27,344	(27,527)	946
	1,130	27,344	(27,527)	947
Restricted Funds				
	0	0	0	0
	0	0	0	0
Total funds	1,130	27,344	(27,527)	947

**LONDON (UK) CHAPTER OF THE LINKS, INCORPORATED
DIRECTORS' REPORT AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 APRIL 2021**

TOCKAN & CO

Chartered Certified Accountants

289 BRETENHAM ROAD
EDMONTON
LONDON
N18 2HF

LONDON (UK) CHAPTER OF THE LINKS, INCORPORATED
Directors' Report and Financial Statements
For The Year Ended 30 April 2021

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Directors' Report	3
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Income and Expenditure Account	5
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The following pages do not form part of the statutory accounts:	
Detailed Income and Expenditure Account	9

LONDON (UK) CHAPTER OF THE LINKS, INCORPORATED
Company Information
For The Year Ended 30 April 2021

Directors	Ms ADOBEA ATSREFI Ms DOROTHY BURWELL Ms DAMILOLA AYEKO Ms STEPHANIE HUDSON Ms DENISE MITCHELL
Secretary	Ms DENISE MITCHELL
Company Number	11928227
Registered Office	71-75 Shelton Street Covent Gardens London WC2H 9JQ
Accountants	TOCKAN & CO Chartered Certified Accountants 289 BRETENHAM ROAD EDMONTON LONDON N18 2HF

LONDON (UK) CHAPTER OF THE LINKS, INCORPORATED
Company No. 11928227
Directors' Report For The Year Ended 30 April 2021

The directors present their report and the financial statements for the year ended 30 April 2021.

Statement of Directors' Responsibilities

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the surplus or deficit of the company for that period. In preparing the financial statements the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Directors

The directors who held office during the year were as follows:

Ms ADOBEA ATSREFI
Ms DOROTHY BURWELL
Ms DAMILOLA AYEKO
Ms STEPHANIE HUDSON
Ms DENISE MITCHELL

Small Company Rules

This report has been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

On behalf of the board



Ms DAMILOLA AYEKO

Director

10/01/2022

LONDON (UK) CHAPTER OF THE LINKS, INCORPORATED
Accountant's Report
For The Year Ended 30 April 2021

In accordance with the engagement letter dated , and in order to assist you to fulfil your duties under the Companies Act 2006, we have compiled the financial statements of the company from the accounting records and information and explanations you have given to us.

This report is made to the directors in accordance with the terms of our engagement. Our work has been undertaken to prepare for approval by the directors the financial statements that we have been engaged to compile, to report to the directors that we have done so, and to state those matters that we have agreed to state to them in this report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company and the Company's directors for our work or for this report.

You have acknowledged on the balance sheet as at year ended 30 April 2021 your duty to ensure that the company has kept proper accounting records and to prepare financial statements that give a true and fair view under the Companies Act 2006. You consider that the company is exempt from the statutory requirement for an audit for the year.

We have not been instructed to carry out an audit of the financial statements. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations you have given to us and we do not, therefore, express any opinion on the financial statements.

10/01/2022

TOCKAN & CO
Chartered Certified Accountants

289 BRETENHAM ROAD
EDMONTON
LONDON
N18 2HF

LONDON (UK) CHAPTER OF THE LINKS, INCORPORATED
Income and Expenditure Account
For The Year Ended 30 April 2021

	Notes	30 April 2021	30 April 2020
		£	£
TURNOVER		27,344	15,203
GROSS SURPLUS		27,344	15,203
Administrative expenses		(27,527)	(14,074)
OPERATING (DEFICIT)/SURPLUS		(183)	1,129
Other interest receivable and similar income		-	1
(DEFICIT)/SURPLUS FOR THE FINANCIAL YEAR		(183)	1,130

The notes on pages 7 to 8 form part of these financial statements.

LONDON (UK) CHAPTER OF THE LINKS, INCORPORATED
Balance Sheet
As at 30 April 2021

	Notes	30 April 2021		30 April 2020	
		£	£	£	£
FIXED ASSETS					
Tangible Assets	3		724		1,087
			724		1,087
CURRENT ASSETS					
Cash at bank and in hand		23,825		4,494	
		23,825		4,494	
Creditors: Amounts Falling Due Within One Year	4	(23,602)		(4,451)	
NET CURRENT ASSETS (LIABILITIES)			223		43
TOTAL ASSETS LESS CURRENT LIABILITIES			947		1,130
NET ASSETS			947		1,130
Income and Expenditure Account			947		1,130
MEMBERS' FUNDS			947		1,130

For the year ending 30 April 2021 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit 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.

On behalf of the board



Ms DAMILOLA AYEKO

Director

10/01/2022

The notes on pages 7 to 8 form part of these financial statements.

LONDON (UK) CHAPTER OF THE LINKS, INCORPORATED
Notes to the Financial Statements
For The Year Ended 30 April 2021

1. Accounting Policies

1.1. Basis of Preparation of Financial Statements

The financial statements are prepared under the historical cost convention and in accordance with the FRS 102 Section 1A Small Entities - The Financial Reporting Standard applicable in the UK and Republic of Ireland and the Companies Act 2006.

1.2. Turnover

Turnover is measured at the fair value of the consideration received or receivable, net of discounts and value added taxes. Turnover includes revenue earned from the sale of goods and from the rendering of services. Turnover is reduced for estimated customer returns, rebates and other similar allowances.

Sale of goods

Turnover from the sale of goods is recognised when the significant risks and rewards of ownership of the goods has transferred to the buyer. This is usually at the point that the customer has signed for the delivery of the goods.

Rendering of services

Turnover from the rendering of services is recognised by reference to the stage of completion of the contract. The stage of completion of a contract is measured by comparing the costs incurred for work performed to date to the total estimated contract costs. Turnover is only recognised to the extent of recoverable expenses when the outcome of a contract cannot be estimated reliably.

1.3. Tangible Fixed Assets and Depreciation

Tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. Depreciation is provided at rates calculated to write off the cost of the fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Computer Equipment	25%
--------------------	-----

2. Average Number of Employees

Average number of employees, including directors, during the year was as follows: NIL (2020: NIL)

3. Tangible Assets

	Computer Equipment £
Cost	
As at 1 May 2020	1,450
As at 30 April 2021	1,450
Depreciation	
As at 1 May 2020	363
Provided during the period	363
As at 30 April 2021	726
Net Book Value	
As at 30 April 2021	724
As at 1 May 2020	1,087

LONDON (UK) CHAPTER OF THE LINKS, INCORPORATED
Notes to the Financial Statements (continued)
For The Year Ended 30 April 2021

4. Creditors: Amounts Falling Due Within One Year

	30 April 2021	30 April 2020
	£	£
Trade creditors	19,002	1
Other creditors	3,950	3,950
Accruals and deferred income	650	500
	<u>23,602</u>	<u>4,451</u>

5. Company limited by guarantee

The company is limited by guarantee and has no share capital.

Every member of the company undertakes to contribute to the assets of the company, in the event of a winding up, such an amount as may be required not exceeding £1.

6. General Information

LONDON (UK) CHAPTER OF THE LINKS, INCORPORATED is a private company, limited by guarantee, incorporated in England & Wales, registered number 11928227. The registered office is 71-75 Shelton Street, Covent Gardens, London, WC2H 9JQ.

LONDON (UK) CHAPTER OF THE LINKS, INCORPORATED
Detailed Income and Expenditure Account
For The Year Ended 30 April 2021

	30 April 2021		30 April 2020	
	£	£	£	£
TURNOVER				
Donations received		27,344		15,203
GROSS SURPLUS		27,344		15,203
Administrative Expenses				
Equipment repairs & maintenance	-		414	
Printing, postage and stationery	-		498	
Conferences, training seminars & workshops	1,279		5,074	
Accountancy fees	650		500	
Subscriptions, licences & insurance	9,978		7,169	
Community projects & sponsorship	15,250		-	
Bank charges	7		55	
Depreciation of computer equipment	363		363	
Sundry expenses	-		1	
		(27,527)		(14,074)
OPERATING (DEFICIT)/SURPLUS		(183)		1,129
Other interest receivable and similar income				
Bank interest receivable	-		1	
		-		1
(DEFICIT)/SURPLUS FOR THE FINANCIAL YEAR		(183)		1,130

Independent examiner's report on the accounts

Section A

Independent Examiner's Report

Report to the trustees/ members of

Charity Name

London (U K) Chapter of the Links Incorporated.

On accounts for the year ended

30th April, 2021

Charity no (if any)

1185612

Set out on pages

1,2,3,4, 5 & 6

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 30th April, 2021.

Responsibilities and basis of report

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

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below *) which gives me cause to believe that in, any material respect:

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

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

* Please delete the words in the brackets if they do not apply.

Signed:

Yusufu Tockan

Date:

1st December, 2021

Name: Yusufu Tockan FCCA

Relevant professional qualification(s) or body (if any): Chartered Certified Accountant

Address: Tockan & Co., Chartered Certified Accountants
289 Brettenham Road, Edmonton
LONDON N18 2HF.

Section B

Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.