



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

TABLE OF CONTENTS

REFERENCE AND ADMINISTRATIVE DETAILS	3
PRESIDENT'S ADDRESS	4
OBJECTIVES AND ACTIVITIES	5
SERVICES TO YOUTH	5
INTERNATIONAL TRENDS AND SERVICES	6
NATIONAL TRENDS AND SERVICES	7
THE ARTS	8
HEALTH AND HUMAN SERVICES	8
IMPACT AT A GLANCE	9
LOOKING AHEAD	9
STRUCTURE, GOVERNANCE, AND MANAGEMENT	10
RELATED PARTIES	11
FUNDS HELD AS A CUSTODIAN TRUSTEE ON BEHALF OF OTHERS	11
FINANCIAL REVIEW	11
DONORS AND SPONSORS	11
FINANCIAL POSITION AND PERFORMANCE	13
STATEMENT OF FINANCIAL ACTIVITIES FOR YEAR ENDED 30 APRIL 2025	15
BALANCE SHEET AS AT 30 APRIL 2025	15
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2025	17

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.

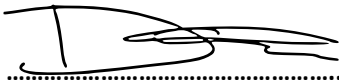
Company law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company as at the balance sheet and of incoming resources and application of resources, including income and expenditure, for the financial 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					
Organisation's Operating Activities					
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)
Movement of funds					
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
		86,558	59,913
Creditors: amounts falling due within one year		(94,401)	(69,900)
Net current assets		(7,843)	(9,987)
Total assets less current liabilities		(7,843)	(9,987)
NET ASSETS		(7,843)	(9,987)
Funds			
Restricted funds		0	0
Unrestricted funds	5	(7,843)	(9,987)
		(7,843)	(9,987)

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 01-May-24 £	Income £	Transfers, other gains and losses £	Bal c/fwd 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>
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

Contents

	Page
Company Information	1
Directors' Report	2
Accountant's Report	3
Income and Expenditure Account	4
Balance Sheet	5
Notes to the Financial Statements	6—7
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 Heddon 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)
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
	<u>-</u>	<u>1,248</u>

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
		<hr/>		<hr/>
		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	
		<hr/>		<hr/>
		(74,601)		(41,109)
OPERATING SURPLUS/(DEFICIT) AND SURPLUS/(DEFICIT) FOR THE FINANCIAL YEAR		<hr/>		<hr/>
		2,144		(10,642)
		<hr/>		<hr/>



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.

--