



ZENA★

LAUNCH PAD

2024 Annual Impact Report

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"I feel relieved because I can handle almost all of my financial needs. I can afford to buy good food, get medications and also a nice dress for myself, I am no longer stressed. I am happy in my marriage because the financial fights we used to have are no longer there"

IRENE (2024 COHORT)

Letter from the Co Founders

Zena was founded on the single premise that female entrepreneurs living under the poverty line have the power to rewrite the story of extreme poverty for their families and their communities.

In 2024 we have celebrated our 8th year working in Kamuli to activate women into their own businesses. Over the past 8 years we have celebrated with 91 women as they have accessed the skills, capital and confidence to start their businesses and create income for their families. Living above the poverty line, educating their children and restoring hope in their communities.

This year was a landmark year for us as we carried out our first ever Annual Graduate Survey helping us to measure and record our quantifiable impact, surveying women who have been in business now for 6 years, and women who have reached their 1st year. The

results were incredibly moving and motivating. We have included them in the pages of this report.

We have celebrated exciting milestones this year including the achievement of Zena graduates Lydia Kifuko who was recognised as one of Busoga's top 100 extraordinary women in business, as well as Salima Nakutuba who was featured as a Top 10 Voice in International magazine Women in Business for her story of opening the first laundromat in Kamuli.

Once again we were overwhelmed with demand at interviews with over 500 women queueing for just 25 places in the Zena Launchpad. The demand is testament to the impact the community have seen through the Zena women but also shows an urgent and pressing need and we are determined to grow our

capacity to open the doors to many more women.

To that end, it was with great excitement that we broke ground on the first phase of construction for the Zena Campus. This phase includes the new office spaces, state of the art studio and our 8 stance latrine, providing the essential structures for our campus. Our hope is that one day this campus will be the site of hundreds of stories of transformation.

We would like once again to thank our community of supporters for their incredible support and generosity that has enabled us to continue our work this year. We hope the impact detailed in this report can share even just a small snapshot of the extraordinary impact your gifts have had.

CARAGH BRIDGWOOD
LOREN BRETT
(Zena CoFounders)

(Pictured: The Zena staff team in Uganda)



INTRODUCTION FROM OUR PROGRAMME DIRECTOR

2024 was a wonderful year at Zena. We celebrated the graduation of 25 incredible women from our entrepreneurship training programme, bringing the total number of graduates since the programme's inception to 91. Each of these women gained the skills, confidence, and resources to launch their entrepreneurial journeys, marking a significant milestone in their personal and professional growth.

A major highlight of the year was breaking ground on the construction of our new campus, which will significantly enhance our capacity to train and empower more women. This development represents an exciting step forward in our ability to scale operations, expand programme offerings, and create a state-of-the-art learning environment.

We also successfully piloted a community functional adult literacy class, an initiative aimed at extending our impact beyond Zena programme members. This class addresses the widespread need for basic

literacy skills in our communities, and we are excited to relaunch it next year with an expanded reach. Additionally, we implemented new monitoring and evaluation tools, including digital data collection methods, to better track programme impact and ensure accountability to our stakeholders.

This annual report is an exciting one as it also includes data from our first ever comprehensive Annual Graduate Survey. We have been able to survey over half of our total graduates and were able to collect data on their quality of life indicators, business profitability and family life since graduating from Zena.

As we move forward into 2025, we are excited to keep developing our programme, deepening community engagement, and supporting our alumni network to sustain long-term impact.

(CHRIS MUGWERI,
PROGRAMME DIRECTOR)





We believe in the agency of the most marginalised and that with the right tools—debt-free capital, capacity-building, and education—women can redefine their futures and transform their communities.

OUR MODEL

The Zena Launchpad was founded in 2016 with a mission to create sustainable solutions to poverty by empowering women entrepreneurs in Uganda. Our founders, inspired by academic research and on-the-ground experience, developed a model that breaks away from traditional handouts and loans.

OUR APPROACH

We take a holistic approach to capacity building. We believe that poverty is more than just a financial state. Instead, it impacts women socially, relationally, spiritually and mentally.

Women in our programme don't just receive capital; they earn it through short-term employment contracts. We believe that employment allows women to learn that their time has value. Earning a pay check for herself profoundly impacts a

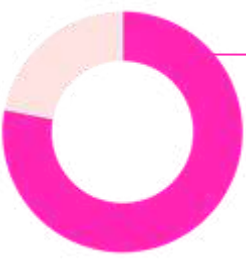
woman's self belief and sense of agency.

Earning also provides the perfect backdrop for education. Zena women learn business leadership, digital skills, leadership and financial literacy. Our graduates go on to mentor new participants, spreading the knowledge and fostering a ripple effect of empowerment.

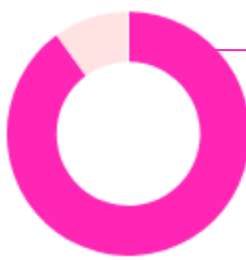
Impact Statistics



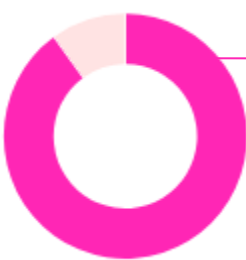
70% of all graduate businesses are active and generating income, showing strong sustainability.



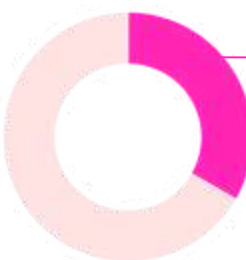
78% of surveyed graduates reported an increase in their savings compared to last year.



90% of surveyed graduates have made additional business, capital or income generating investments this year.



88% of surveyed graduates reported an increase in profits compared to last year.



33% of surveyed graduates are now involved in a community leadership role.

100%
of graduates

reported improved personal well-being
reported improved family well-being
felt they were powerful decision-makers in their households

24

new jobs supported by Zena businesses in 2024.



The average number of people financially supported by a Zena graduate is

5



£55,800 in revenue generated by Zena graduates in 2024
£24,500 in profit generated by Zena graduates in 2024

The average graduate business generates
£1,615 in annual profit, with some making over
£3,500 per year

(for context, the average monthly income of a woman before the Zena programme is under £20 a month. This represents a life-changing income for families.)

70% of graduate businesses are currently active. Of those, 72% were willing to be surveyed. 50% of all Zena graduates were available to be surveyed.



ENTREPRENEURSHIP TRAINING PROGRAMME

Our entrepreneurship training department delivered over 250 in-house sessions focused on building essential skills in entrepreneurship, leadership, digital literacy, functional adult literacy (FAL), holistic development, and agricultural practices. We also offer optional Bible study.

These sessions laid the foundation for personal growth and entrepreneurial success. In addition to our in-house classes, we hosted specialist training sessions for our programme members.

A notable highlight was a specialist session on layer poultry projects, led by an expert from Jeka Poultry Farm in Kamuli. This hands-on session equipped programme members with the knowledge to explore poultry farming as a viable business venture.

Along with these training sessions, the women also received over 200 combined individual counselling and mentorship sessions from our counsellor and programme staff.



"Zena has taught me how to read, write and count. I am now able to write my name very well, I note down all the expenditures I make in a month. This has helped me track down how I use my money. I have also acquired more business skills that I am also sharing with my fellow women in my community"

IRENE (2024 COHORT)

“Love has been restored in my family because I can cater for their needs and also be happy. Before joining the programme, I used to be bitter and tough with my children. As the head of the family, I was frustrated because I could not meet all my financial needs. Zena has taught me to be calm, and embrace whatever situation I am going through while loving myself.”

HANIFAH (2024 COHORT)

PHASE III BUSINESS PROJECT

This year, programme members participated in a four-month pilot business project, working in five groups of five members to manage a total seed capital of UGX 1,250,000 (£275) - UGX 250,000 (£55) per group.

By the end of the project, they had collectively turned their investments into UGX 4,284,900 (£938). The exercise provided participants with real-world experience in teamwork, financial management, and scaling small businesses.

(Pictured opposite, top left: Nasita buying bananas from a farmer during Phase III)

AGRICULTURAL TRAINING

Programme members had the opportunity to attend two major events: the National Agricultural Show in Jinja and a local agricultural show hosted by Iowa State University Uganda Programme.

These events exposed them to innovative farming techniques, networking opportunities, and inspiration to invest in and expand their agribusiness ventures.

This is part of our continued efforts to educate our programme members about sustainable agriculture and agribusiness since we have observed that 35% of Zena graduates have gone on to invest in agribusiness ventures.

(Pictured opposite, bottom right: programme members at the National Agricultural Show)



"I was able to overcome my fears during Phase III. Previously, I was not confident enough to approach someone and sell them something. During Phase III, I had to move from house to house selling my vegetables."
NASTA (2024 COHORT)

"I always thought that having a lot of money is the only way one can start and run a business, but through the Phase III project, I realised that one can start with the little money one has."
MOUREEN (2024 COHORT)



FINANCIAL LITERACY TRAINING

Financial management was strengthened through one in-house session and two expert-led sessions by Centenary Bank and NSSF (pictured above). These sessions covered topics such as saving, budgeting, and planning for long-term financial sustainability.

At Zena, financial literacy that guarantees the sustained financial security of our programme members is something that we take seriously. That is

why we encourage all our graduates not to seek immediate gains but rather to have long-term visions and plans that guarantee their long-term financial security.

It is for that reason that we organise these financial literacy training sessions to ensure that our programme members are equipped with the knowledge and skills to achieve long-term financial security.

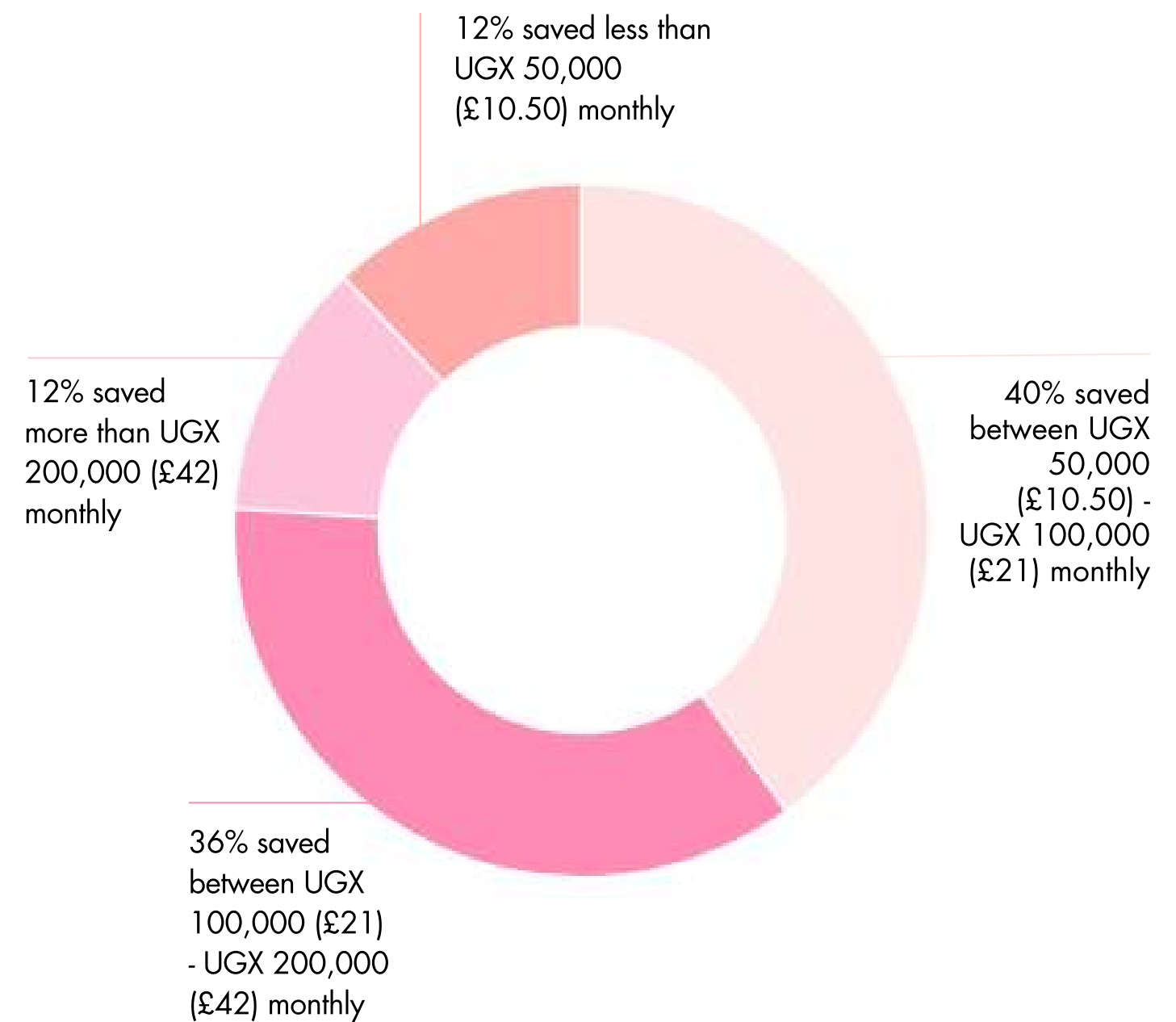
"Before joining Zena I was told I was nothing, so I sat at home doing nothing. At Zena my teachers see me as an important person, not an illiterate person."

BETTY (2024 COHORT)

MONTHLY SAVINGS

96% of programme members started saving more when they joined the Zena Launchpad.

The average monthly savings of Zena programme members can be banded as below:



GRADUATE Q&A

To bridge the gap between current programme members and alumni, we hosted graduate Q&A sessions. Alumni who are successfully running businesses shared their experiences, answered questions, and mentored the current cohort, providing invaluable practical insights.

These relationships established between the current cohort and alumni have proven crucial in ensuring that programme members have role-models to learn from and seek guidance from when they graduate from the training programme.

(pictured opposite: Elizabeth, a Zena alumnus, leading the graduate Q&A)

GENDER BASED VIOLENCE (GBV) AWARENESS

In collaboration with UWONET (Uganda Women's Network), we hosted a specialised session on gender-based violence. Participants gained knowledge about GBV, available support services, referral pathways in case they experienced GBV, existing protective laws on GBV and how to create safer environments for themselves and others.

"I now feel that my life has been rejuvenated, I don't feel alone, I am happy. Putting an end to the gender-based violence I used to experience is the best thing that has ever happened to me"

According to a survey conducted among our 2024 programme members, 50% of married programme members had experienced different

forms of domestic violence (physical, sexual, emotional and others) before joining Zena. 25% of programme members were experiencing domestic violence at the time.

After participating in the UWONET session, programme members reported a reduction in GBV and, by the end of the year, the number of women who were experiencing GBV had fallen by 25%.





JUSTINE, at her clothes shop.



CATHY, at her chicken farm.



ROSE, at her retail shop.



BEATRICE, at her pharmacy.



AMINAH, at her hair salon.



SCOVIA, at her clothes shop.

ALUMNI SUPPORT

Since 2018, Zena has celebrated 66 women graduating into their own businesses. Our connection with the graduates remains strong.

In 2024, we conducted regular check-ins with all alumni who were interested in further support. The Zena entrepreneurship department offers guidance, practical support and encouragement as they navigate their entrepreneurial journeys.

As of 2024, 70% of our graduates remain active in their businesses, highlighting their resilience amidst challenges.

2025 COHORT ENROLLMENT

The year concluded with a rigorous interview process involving over 500 women coming to interview. The team interviewed 340 women, from whom 25 outstanding candidates were selected as the 2025 cohort. Zena was able to provide breakfast and marquee tents for all waiting candidates.

These interviews highlighted the overwhelming need for the Zena Launchpad in Kamuli with the massive turn out of women to interview for the only 25 positions available.

The good news is that in 2024, we broke ground on the campus construction project which will significantly increase the number of women we can enrol.



ZENA CAMPUS CONSTRUCTION

The Zena Campus is being constructed in partnership with Haileybury Youth Trust (HYT). HYT is an award-winning charity that trains young people in climate-friendly construction utilising carbon neutral ISSB's (interlocking soil stabilised bricks).

In conjunction with HYT, our construction project is not only completing the first phase of the Zena campus, but is also training 18 young people in construction towards future employability.

HYT moved onto the site in August 2024 and we celebrated full ring beam completion on all three structures (office, studio and latrines) by December 2024. Construction is on time, on budget and has been a fantastic journey watching the Zena campus come to life!



The ethical jewellery brand helping fight extreme poverty in Uganda

ZENA IN THE PRESS

We were excited to welcome Annabel Grossman, Executive Editor at The Independent for a 5 day visit to Zena in October 2024.

The resultant feature was published in December on the front page of The Independent Online and

contributed greatly to our Christmas sales!

"Rather than keep the women dependent on their wages from working at Zena, the programme helps them to become self-sufficient and financially independent, and to start giving back to their communities."
(ANNABEL GROSSMAN - The Independent)

Impact Stories



SARAH'S WATERMELON VENTURE

Sarah arrived at Zena with aspirations to farm watermelons on a large scale but with limited means to make her dream a reality. By saving part of her stipend and applying the skills she learned, Sarah rented an acre of land, harvested her first crop, and earned UGX 1,200,000 (£249) in profits. She invested in a cow and plans to expand her farming ventures next year.

"Planting these watermelons gave me a glimpse of how my future will be. It gave me confidence and paved my way to pursue my dream"





AMINAH NABIRYE

Aminah a graduate of 2023 has used her hair salon located in Kamuli town not just as her income source but also as a place to transform the lives of young girls and women in her community. At the salon, Aminah offers free hair care training to young girls and women from the community. She also trains them in other skills like liquid soap processing and craft making whereby they can produce various designs of shoes, and jewellery

among others. This training equips the women and girls with skills that they can go on to use to earn a living or even start their own businesses.

Through this exemplary work, Aminah was approached by a local NGO to train groups of women and girls in these and other skills, an offer she gladly accepted and she now splits her time between her salon and training other women with the local NGO.

Aminah is one of many Zena graduates who are

giving back to their communities. From skill sharing like Aminah to mentoring, donating cash and non-cash items, volunteering in community activities and employing people in their businesses. Zena graduates are actively giving back to their communities.

It is because of this that we say at Zena that: "Our graduates are not beneficiaries of our program, they are the benefactors of their communities."



SARAH LUBUGA

Sarah, who sells clothes door to door to support her grandchildren, used her earnings to complete her home and purchase land for farming. Her operating capital currently stands at UGX 4,000,000 (£875) having started the business with UGX 200,000 (£42). Her story embodies resilience and determination.



LYDIA KIFUKO

Lydia, another standout graduate, won an award that recognised her as one of 100 outstanding women entrepreneurs in the Busoga region, highlighting her leadership and impact on her community.

Lydia operates Makula Fruit and Vegetable

Processors in Kamuli district. Her business produces national-standard certified tamarind juice, which she sells in three districts. Lydia also employs 5 members of her community on a full-time and part-time basis.

She is currently accessing training in how to use AI to support her business!



SALIMA'S INTERNATIONAL RECOGNITION

Salima's business journey gained international recognition when she was featured in the UK Women's Business Magazine, showcasing the global potential of Zena graduates.

Salima operates a laundry business in which she employs other women from her community. She also supports another family with school fees and school materials for their children.

"I urge women who also have a dream to run a business but don't feel like they could do it to erase fear from their hearts. They should be confident about themselves and pursue their dreams. I encourage them to start small to achieve their bigger dreams"

SALIMA (2022 COHORT)

WIDER COMMUNITY

In 2024, we piloted an open Functional Adult Literacy (FAL) class for the wider community to extend Zena’s impact beyond programme members.

This initiative aims to address the literacy gap that limits access to economic and social opportunities. With positive feedback from participants, we plan to continue and expand this programme in 2025.

PARTNERSHIPS

Zena’s achievements are the result of strong collaborations with partners who share our vision:

Iowa State University Uganda Programme
Provided agricultural training and hosted our programme members at their local agricultural show.

Uganda Women’s Network (UWONET)
Delivered a gender-based violence awareness session and acted as a referral pathway for women in need.

Local Government of Kamuli District
Supported the Launchpad’s outreach efforts and community engagement activities.

Name.com
Zena was supported by US tech company name.com who partnered with the Zena programmes department to design a new Digital Literacy curriculum and generously provided laptops for classes.

Dell Technologies
Provided marketing consulting and support in our website design, use of CRM software and donor relations.

Sway Social
Carried out a social media and website audit and supported in sales funnel development.



Introducing: 2025 ZENA Cohort



LOOKING FORWARD

As we close another impactful year, Zena is excited to chart the course for 2025. Our focus remains on expanding our reach, deepening the impact of our programmes, and empowering even more women to transform their lives and communities.

STRATEGIC INITIATIVES FOR 2025

Completing the Zena Construction to allow us to move in January 2026!

Enhancing program quality through curriculum development and increasing wider community outreach.

Strengthen and invest in our Zena team.

Develop Income Generation Strategies within Uganda.

Accounts for the Zena Launchpad for the period from 1 January 2024 to 31 December 2024

Registered charity number: 1185868
CIO: CE019231

Report of the trustees for the period from 1 January 2024 to 31st December 2024.

The Trustees present their report together with the financial statements of the charity for the period from 1 January 2024 to 31st December 2024.

These financial statements comply with the Charities Act 2011, the Articles of Association, and Accounting and Reporting by Charities Statement of Recommended Practice applicable to Charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS102) (Charities SDRP (FRS102) and the Charities Act 2011).

Reference and Administrative Information

Officers for the period:
Jane Pleace
Peter Tibigambwa
Sarah Gough (Chair)
Sebastian Mitchell
Hector Mclean
Dot Tyler

Registered office:
3 Avenue Gardens,
Teddington,
TW11 0BH

Bank:
CAF Bank, 25 Kings Hill Avenue
West Mallong
Kent
ME19 4JQ

Independent examiner:
Andrew Gardner
7 The Fairway
Lake
Isle of Wight
PO36 9EE

Structure, Governance and Management

The Zena Launchpad is a Charitable Incorporated Organisation governed by its Foundation document dated 6th November 2020.
New Trustees are appointed by the existing Board of Trustees on the basis of their expertise and involvement in furthering the mission and vision of the charity. The Board of Trustees meets quarterly to oversee the vision and strategies of the charity. There was one salaried member of staff in 2024, Caragh Bennet as CEO.

Public Benefit

The Trustees have paid due regard to the Charity Commission's guidance on public benefit in deciding the activities undertaken by the Charity in the period. The Trustees are satisfied that the information provided in the report and accounts meets the public benefit reporting requirements.

Financial Report

The Trustees have prepared accounts for The Zena Launchpad in accordance with the requirements of the SORP of best accounting practice.

Review of the year

The Zena Launchpad raised income of £139,203 from donations during 2024. Our expenditure was £208,708 including £88,099 of restricted spend on a capital project constructing a new training centre in Uganda.

Income and Expenditure

The Zena Launchpad relies on donations for its source of funding. Most of the donations came from individuals and we are grateful to the broadening group of churches, trusts and businesses joining in to support our innovative approach.

Most fundraising was undertaken by the trustees and volunteers with some support of professional grant proposal writers. All the grants made by The Zena Launch Pad were to Zena Uganda (an International NGO) to support their delivery of the programmatic work of training women as entrepreneurs.

Reserves policy and balance sheet

The Zena Launchpad is the primary funder of the entrepreneurial training scheme at Zena Uganda. The women commit to the programme of 12 months. As our income is mostly from lump sums rather than regular giving, we aim to keep over 6 months running costs of that programme in reserve to ensure all the women who join can finish the programme.

Independent examiner’s report to the trustees of The Zena Launchpad

I report to the trustees on my examination of the accounts of The Zena Launchpad (‘the Trust’) for the year ended 31st December 2024.

Responsibilities and basis of report

As the charity trustees of the Trust, 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.

Scope of Examination

To enable my examination, I have been provided with detailed Excel spreadsheets containing all relevant accounting records, bank statements, supporting records and a copy of the draft Statutory Accounts.

The examination of accounts has included the following actions –

- 1. Checking the consistency of records contained on the Excel spreadsheets, that detailed expenditure and income statements reconcile with the accounts summary.
- 2. Reconciliation of accounting records to bank statements. The bank balance was agreed to the annual accounts statement.
- 3. A sample of invoices from the accounting records were examined and were matched to bank statement entries.
- 4. Gift aid submissions were examined and matched to receipts from HMRC.

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 giving me cause to believe that in any material respect:

- 1. accounting records were not kept by the Trust in accordance with section 130 of the Act; or
- 2. the accounts did not accord with those records; or
- 3. 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.


Andrew Gardner

7 The Fairway, Sandown, Isle of Wight, PO36 9EE
7 August 2025

Statement of Financial Activities for the period
from 1 January 2024 to 31st December 2024

	Unrestricted Funds £	2024 Restricted Funds £	Total Funds £	Unrestricted Funds £	2023 Restricted Funds £	Total Funds £
INCOME FROM:						
Donations and legacies	135,582	3,620	139,203	82,561	155,983	238,544
Investment income	2,741		2,741	794		794
TOTAL INCOME	138,323	3,620	141,944	83,355	155,983	239,338
EXPENDITURE ON:						
Raising funds (events)			-		56,199	56,199
Charitable activities	120,458	88,099	208,558	105,009	2,000	107,009
Other costs	150		150	150		150
TOTAL EXPENDITURE	120,608	88,099	208,708	105,159	58,199	163,358
Net income / (expenditure)	17,715	(84,479)	(66,764)	(21,804)	97,785	75,980
Gross transfers between funds	2,000	(2,000)	0	0	0	0
Net movement in funds	19,715	(86,479)	(66,764)	(21,804)	97,785	75,980
RECONCILIATION OF FUNDS						
Total funds brought forward	30,945	105,334	136,278	52,749	7,549	60,298
TOTAL FUNDS CARRIED FORWARD	50,660	18,854	69,514	30,945	105,334	136,278

The statement of financial activities includes all gains and losses recognised in the year.
All incoming resources and resources expended derive from continuing activities.



Balance Sheet as at 31st December 2024

	Notes	2024	£	2023	£
Tangible Fixed assets	1	-		-	
Current assets					
Debtors and accrued income	2	1,567		2,104	
Cash at bank and in hand		68,096		134,324	
		<u>69,664</u>		<u>136,428</u>	
Creditors: falling due within one year	3	<u>(150)</u>		<u>(150)</u>	
Net current assets		<u>69,514</u>		<u>136,278</u>	
Net assets less current liabilities		<u>69,514</u>		<u>136,278</u>	
Net assets		<u><u>69,514</u></u>		<u><u>136,278</u></u>	
Reserves					
Unrestricted funds:					
General fund		50,660		30,945	
Restricted funds		<u>18,854</u>		<u>105,334</u>	
		<u>69,514</u>		<u>136,278</u>	
		<u><u>69,514</u></u>		<u><u>136,278</u></u>	

The accounts have been prepared in accordance with the Financial Reporting Standard 102.

These accounts were approved by the trustees on 7 August 2025 and were signed on its behalf by:



Sarah Gough (Chair)

Notes to the accounts of the Zena Launchpad for the period 1 January 2024 to 31st December 2024

1. Accounting Policies

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the charity's accounts

Basis of preparation

The accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to the accounts. The accounts have been prepared in accordance with the Statement of Recommended Accounting Practice FRS 102 and with the Charities Act 2011.

Incoming resources

The accounts are prepared on the accruals basis of accounting: income is recognised when receivable, except for donations of all kinds that are recognised when received; income tax recoverable is recognised at the same time as the donation. Funds generated through sales of merchandise are accounted for gross. Grants and donations are accounted for when paid over, or when awarded, if that award creates a binding obligation on the charity. Legacies are only recognised when received.

Resources expended

'Resources expended' has a wider meaning than 'expenditure': it excludes the costs of fixed assets that are capitalised but includes their subsequent depreciation on the basis set out below. The categories as defined by the SORP 2006 are:

- Costs of generating funds are those costs incurred in fundraising.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services. It includes all costs that can be allocated directly to such charitable activities.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the independent examination fees.

Funds

Unrestricted funds represent funds that are not subject to any restrictions regarding their use and are available for application on the general purposes of the charity. Restricted funds are funds donated with restrictions as to their use.

Fixed assets and depreciation

Items of plant and equipment are capitalised where the acquisition value exceeds £1,000.

2 Income	2024	2023
	£	£
<u>Donations</u>		
From individuals	101,682	144,611
From individuals through fundraising event	-	63,483
Donations from churches, schools and businesses	24,100	26,450
Grants from grant making trusts	9,800	4,000
	<u>135,582</u>	<u>238,544</u>

3 Debtors	2024	2023
	£	£
Income tax recoverable	295	951
Prepayments and accrued income	1,272	1,153
	<u>1,567</u>	<u>2,104</u>

4 Creditors due within one year	2024	2023
	£	£
Accounts payable	-	-
Accruals	150	150
	<u>150</u>	<u>150</u>

Remuneration of independent examiner amounts to £150

5 Staff numbers and costs		
Number of staff employed by The Zena Launch Pad (from 1st December 2023)	1	1
The costs of employment were		
Payroll	24,710	1,667
Employers NI	-	-
Employers pension contributions	800	-
	<u>25,510</u>	<u>1,667</u>

6 Related Party Disclosures
No trustees have been paid any remuneration or received any benefits from their association with the charity.

7 Commitments
There are no capital commitments as at 31 December 2024 (2023: Nil)

8 Restricted funds	Balance brought forward at 1 January	Income	Expenditure	Transfers	Balance carried forward
	£	£	£	£	£
Year to December 2024					
Unrestricted funds	30,945	138,323	(120,608)	2,000	50,660
Restricted fund for Monitoring and Evaluation	-	2,910	(2,910)		-
Restricted fund for men's lunches	2,000	-	-	(2,000)	-
Restricted fund for building a new training centre	103,334	710	(85,189)		18,854
	<u>136,278</u>	<u>141,944</u>	<u>(208,708)</u>	<u>-</u>	<u>69,514</u>
	Balance brought forward at 1 January	Income	Expenditure	Transfers	Balance carried forward
	£	£	£	£	£
Year to December 2023					
Unrestricted funds	52,749	83,355	(105,159)		30,945
Restricted fund for men's lunches	-	4,000	(2,000)		2,000
Restricted fund for building a new training centre	7,549	151,983	(56,199)		103,334
	<u>60,298</u>	<u>239,338</u>	<u>(163,358)</u>	<u>-</u>	<u>136,278</u>



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