STRENGTH & STEM LTD

England & Wales · Charity number 1192080

Details

Status	Registered
Legal form	Charitable company
Company number	12165279
Registered	2020-10-30
Register	View on the Charity Commission register

Contact

Address	155 Taybridge Road London SW11 5PY
Phone	07362774587
Email	hello@strengthandstem.com
Website	www.strengthandstem.co.uk

Activities

Objects: THE CHARITY'S OBJECTS ('OBJECTS') ARE SPECIFICALLY RESTRICTED TO THE FOLLOWING:FOR THE PUBLIC BENEFIT, THE RELIEF OF POVERTY AND UNEMPLOYMENT OF WOMEN AFFECTED BY HUMAN TRAFFICKING BY THE PROVISION OF FLORISTRY TRAINING AND WORKSHOPS AND OTHER EDUCATION, TRAINING AND SUPPORT, CARRIED OUT IN ACCORDANCE WITH CHRISTIAN VALUES AND PRINCIPLES.FOR THE PURPOSE OF THIS CLAUSE WOMEN AFFECTED BY HUMAN TRAFFICKING MEANS NATURAL PERSONS THAT ARE FEMALE AND WHO HAVE BEEN GRANTED CONCLUSIVE GROUNDS OR REASONABLE GROUNDS STATUS BY THE HOME OFFICE.

Activities: Strength & Stem supports female survivors of modern slavery and human trafficking to experience restoration and empowerment. Through tailored trauma-informed floristry and employability programmes, mentorship, work experience and supportive community, we strengthen well-being, relationships and agency, providing pathways to meaningful employment and independence.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Prevention Or Relief Of Poverty, Economic/community Development/employment
- **Who:** Other Defined Groups

Geography

- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£223,743	£141,784	-	-
2024-03-31	£111,318	£76,503	-	-
2023-03-31	£67,708	£47,021	-	-
2022-04-30	£35,708	£25,688	-	-
2021-08-31	£594	£801	-	-

Trustees

Name	Role	Appointed
Jill Mills	Chair	2024-05-01
Joanna Moberly		2023-01-01
Katherine Collis		2024-05-01
Tara Osbourne-Wallace		2024-07-31

STRENGTH & STEM LTD

England & Wales - Charity number 1192080

Accounts

REGISTERED COMPANY NUMBER: 12165279 (England and Wales)
REGISTERED CHARITY NUMBER: 1192080

Report of the Trustees and

Unaudited Financial Statements for the Year Ended 31 March 2025

for

Strength & Stem Ltd

Daniel Sam Limited
Chartered Accountants
61 Plodder Lane
Farnworth
Bolton
BL4 0BX

Strength & Stem Ltd

Contents of the Financial Statements
for the Year Ended 31 March 2025

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2025. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The objects of the charity are for the public benefit. The charity's purposes as set out in the objects contained in the company's articles of association are:

- for the relief of poverty and unemployment of women affected by human trafficking by the provision of floristry training and workshops and other education, training and support, carried out in accordance with Christian values and principles.

The charity equips human trafficking and modern slavery survivors with life skills, vocational skills, prevocational skills, one-to-one support, and community as part of its holistic and trauma-informed training programmes. Our approach employs floristry as a creative, therapeutic and social tool and vocational pathway into an industry in which many survivors wish to work.

Charity purpose and strategic objectives

Strength & Stem’s vision is to see female survivors of human trafficking and modern slavery become restored from their trauma, empowered for the future and able to sustain a good quality of life.

Public benefit

The charity's main activities are described in the sections below. The board of trustees is satisfied with the performance of the charity during the year and in planning the activities the trustees have had regard to the Charity Commission's guidance on public benefit.

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Strength & Stem takes women through a holistic skills training programme consisting of four stages. The first stage begins with floristry (vocational) training over six weeks. The second stage focuses on skills (prevocational) development sessions over an additional six-week period. Following this, women are given the opportunity to work one-to-one with a mentor over six months whilst concurrently undertaking a work practice placement over six weeks.

Following a graduation ceremony, programme participants become part of Strength & Stem's alumni community and can access regular alumni events. Women are referred to our programme by partner charities and organisations.

In addition to our core programme, we aim to amplify survivor voices through networking, marketing and publication of guides and reports. To enable more survivors to secure and maintain safe and meaningful employment, we are published a toolkit for UK florists in autumn 2024 to support them with employing survivors of human trafficking and modern slavery.

We appointed the charity's first CEO, Jessica Visser, in summer 2024.

Outputs in 2024-2025

- 45 women worked with, including 15 on our Flowers for the Future programme
- 87% Flowers for the Future participants graduated
- 36 hours of floristry skills training delivered
- 33 hours of prevocational skills training delivered
- 171 hours of mentoring completed
- 350 hours of work experience completed
- 3 social cafés hosted
- 4 alumni events hosted

"Feeling part of the Strength & Stem community has been a beautiful and healing thing. Strength & Stem was the first time I felt happy and safe. It was a place I could come to where I felt safe and known." - 2024 graduate

100% of the women we supported in 2024 were survivors of human trafficking and modern slavery.

Outcomes in 2024-2025

Our theory of change for the work we do aims to achieve four key outcomes for and with women: wellbeing restored, relationships nurtured, agency strengthened and future secured. In this past year we have developed a new approach to outcome measurement aligned closely with these outcomes and at the heart of this framework is an external, validated, and evidence-based tool, the Mental Health Continuum.

Wellbeing restored: 54% of participants reported increased happiness, interest in life and life satisfaction. A further 15% maintained a high score, resulting in a 69% total impact. This marks a significant achievement given participants' complex starting points. Participants described personal breakthroughs, such as leaving the house independently, managing difficult emotions, or experiencing joy for the first time in years.

Relationships nurtured: 62% of participants reported feeling a greater sense of belonging in community, with an additional 15% maintaining high scores on the MHC totalling a 77% impact. Participants made real and sustained progress in their relational lives. They overcame social anxiety, built new friendships, and experienced the joy of belonging. While a sense of societal contribution remained a challenge for many, the depth and quality of interpersonal relationships developed during the programme were powerful. These relationships formed a key foundation for future healing and participation in wider society.

Agency strengthened: 84% of participants were able to commit to and take responsibility for their attendance on the programme reflecting a meaningful ability to manage conflicting pressures and external circumstances, and engage consistently, particularly for those living in precarious circumstances. Participants reported noticeable growth in their ability to manage everyday life. We saw a marked increase in participants' ability to take initiative and self-advocate for themselves that translated into practical steps towards employment, education or community involvement. Others reported a newfound belief in their own voice and value. Though some participants continued to face overwhelming challenges, even small acts represented powerful statements of personal agency and growth.

Future secured: 93% of participants reported learning floristry skills, 91% reporting learning key financial and budgeting management skills and 67% felt they had gained skills to strengthen their self-compassion and self-esteem. Participants are encouraged to reflect on what future security means to them as they progress through the programme as many are not currently allowed to work due to their immigration status or may carry trauma associated with past work environments, and future security looks different for every participant. It can mean employment, study, volunteering, or simply gaining the stability needed to move forward. We see success as increased confidence, practical skills, goal setting and the ability to explore and access future opportunities are all valid and important outcomes.

Major achievements throughout the year

At Strength & Stem we see floristry as the catalyst for growth in the lives of the women we work alongside. It is not everything that we do, and we value floristry as a beautiful, practical and symbolic tool that sparks meaningful and lasting change in women's lives. We agreed our strategy for 2025-30 to extend the reach and depth of our support by offering a longer programme and enabling a thriving, connected alumni network. One that fosters emotional and physical wellbeing, belonging, and trusted community. The strategy is underpinned by our refreshed theory of change and our robust monitoring, evaluation and learning to ensure that all we do is impactful for women survivors of slavery.

Our Survivor Advisory Board was established and Advisors with lived experience of trafficking influenced and informed our strategic direction through their engagement with the Board of Trustees. Towards the end of its first year of operation, we are reviewing practice and membership to make an even more effective element to Strength & Stem's future direction. We continue to make every effort to employ survivors from our alumni network to lead our floristry training programme.

Strength & Stem published its first piece of work entitled "Fighting Slavery with Floristry: A Toolkit for Florists". The toolkit is designed to influence the UK floristry sector to help support modern slavery and human trafficking survivors into safe and sustainable employment.

FINANCIAL REVIEW

Financial position

The charity's activities during the year were funded primarily through Trust and Foundation grant funding. The charity has secured grant funding for its activities for the upcoming financial year and otherwise has minimal fixed costs to fund in between programmes. It is therefore in a good position as it plans for future programmes and the expansion of its work. In the coming financial year, the charity aims to diversify its income sources with a focus on corporate philanthropy and major donors.

Principal funding sources

The charity is dependent on grant income to fund its objectives and activities. During this financial year, the charity has benefited from the generosity of the following charitable organisations:29th May Charitable Trust, Anchor Foundation, supported with a restricted grant by City Bridge Foundation, the funding arm of The City of London Corporation's charity, Bridge House Estates (1035628), Garfield Weston Foundation, The Henry Smith Charity, Imagine Foundation, The London Community Foundation, Postcode Society Trust, Scottish Power Foundation, ShareGift, Sir Halley Stewart Trust and Thomas Wall Trust.

FINANCIAL REVIEW

Reserves policy

The Charity Commission sets out the responsibilities of the Trustees of a charity to determine the level of reserves it needs to hold to manage the risks inherent to each individual charity.

Charitable funds generally break down into three types:

1. restricted funds - to be spent on specific activities, as agreed with the donor;
2. designated funds - specific obligations or commitments trustees have chosen to make on future activities; and
3. general funds / 'free' reserves - no restrictions as to their use, within the organisation's charitable objectives.

Both designated and general funds are unrestricted. Trustees have full discretion on how these are spent, within the charitable objectives.

The trustees of Strength & Stem have determined that the charity is required to hold unrestricted reserves in a designated reserve named the Operating Reserve to ensure the stability of its mission, programmes, employment, and ongoing operations. The main aim of the Operating Reserve is to provide an internal source of funds to allow the charity to continue to meet its charitable objectives during situations of financial uncertainty including unanticipated loss in funding. The Operating Reserve may be used for nonrecurring expenses that will build long-term capacity, such as staff development. Operating Reserves are not intended to replace a permanent loss of funds or eliminate an ongoing budget gap.

To manage the above, the trustees have agreed that the target minimum Operating Reserve Fund should be equal to three months of average future operating costs. As at 31 March 2025, this is valued at £61,983 which is equivalent to 3.8 months of average future operating expenditure.

The trustees have assessed the major risks to which the Charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks.

FUTURE PLANS

In the coming year, the charity plans to build on the success of Flowers for the Future, our principal programme, welcoming another 15 modern slavery survivors onto its 2025-2026 cohort referred through our growing partner network. The charity will continue to grow and develop its peer support project and alumni network. We will initiate the ambition of the Strength & Stem five year strategy across five themes: depth, scale, partnerships, sustainability and social enterprise.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a memorandum and amended articles of association dated 19 October 2020, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Recruitment and appointment of new trustees

Trustees are recruited through an open, transparent process and we advertise trustee vacancies through charity sector networks and publications. Trustees are recruited to a role profile and interview process. Strength & Stem provides training opportunities and a comprehensive onboarding for new trustees.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

12165279 (England and Wales)

Registered Charity number

1192080

Registered office

155 Taybridge Road
London
SW11 5PY

Trustees
J Mills - Chair (appointed 1.5.24)
K L Collis - Treasurer (appointed 1.5.24)
J R Moberly - Secretary
T Osbourne-Wallace (appointed 31.7.24)
E S Channon (resigned 1.5.24)
C A MacIver (resigned 9.5.24)
J M A Visser (resigned 31.7.24)

Company Secretary
J R Moberly

Independent Examiner
Daniel Sam Limited
Chartered Accountants
61 Plodder Lane
Farnworth
Bolton
BL4 0BX

Approved by order of the board of trustees on 23rd September 2025 and signed on its behalf by:

J Mills

J Mills (Sep 23, 2025 21:16:40 GMT+1)
....
J Mills - Trustee

Independent examiner's report to the trustees of Strength & Stem Ltd ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025.

Responsibilities and basis of report
As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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.

Gracian Daniel-Sam ACA

Daniel Sam Limited
Chartered Accountants
61 Plodder Lane
Farnworth
Bolton
BL4 0BX

Date: 23/09/2025

Statement of Financial Activities
for the Year Ended 31 March 2025

	Notes	Unrestricted funds £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		21,761	196,664	218,425	106,040
Investment income	2	1,391	-	1,391	528
Other income		3,927	-	3,927	4,750
Total		27,079	196,664	223,743	111,318
EXPENDITURE ON					
Raising funds		10,562	4,092	14,654	8,199
Charitable activities					
Programme delivery		473	85,365	85,838	61,557
Other		6,341	34,951	41,292	6,747
Total		17,376	124,408	141,784	76,503
NET INCOME		9,703	72,256	81,959	34,815
RECONCILIATION OF FUNDS					
Total funds brought forward		52,280	15,751	68,031	33,216
TOTAL FUNDS CARRIED FORWARD		61,983	88,007	149,990	68,031

The notes form part of these financial statements

Balance Sheet
31 March 2025

	Notes	Unrestricted funds £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
FIXED ASSETS					
Tangible assets	6	244	-	244	335
Investments	7	1	-	1	-
		245	-	245	335
CURRENT ASSETS					
Debtors	8	-	44,000	44,000	17
Prepayments and accrued income		620	437	1,057	4,688
Cash at bank		62,389	44,045	106,434	79,884
		63,009	88,482	151,491	84,589
CREDITORS					
Amounts falling due within one year	9	(1,271)	(475)	(1,746)	(16,893)
NET CURRENT ASSETS		61,738	88,007	149,745	67,696
TOTAL ASSETS LESS CURRENT LIABILITIES		61,983	88,007	149,990	68,031
NET ASSETS		61,983	88,007	149,990	68,031
FUNDS	10				
Unrestricted funds				61,983	52,280
Restricted funds				88,007	15,751
TOTAL FUNDS				149,990	68,031

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for
(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

continued...

Balance Sheet - continued
31 March 2025

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 23rd September 2025 and were signed on its behalf by:

J Mills

J Mills (Sep 23, 2025 21:16:40 GMT+1)
....
J Mills - Trustee

Kate Collis

Kate Collis (Sep 23, 2025 21:20:32 GMT+1)
....
K L Collis - Trustee

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer equipment - 20% on cost

Taxation
The charity is exempt from corporation tax on its charitable activities.

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

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

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. INVESTMENT INCOME

	31.3.25	31.3.24
	£	£
Deposit account interest	1,391	528

continued...

3. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.3.25	31.3.24
	£	£
Independent examination fees	765	735
Depreciation - owned assets	91	91

4. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.

5. STAFF COSTS

The average monthly number of employees during the year was as follows:

	31.3.25	31.3.24
Programme delivery	3	2
Fundraising	1	1
Management	1	-
	5	3

No employees received emoluments in excess of £60,000.

6. TANGIBLE FIXED ASSETS

	Computer equipment
	£
COST	
At 1 April 2024 and 31 March 2025	456
DEPRECIATION	
At 1 April 2024	121
Charge for year	91
At 31 March 2025	212
NET BOOK VALUE	
At 31 March 2025	244
At 31 March 2024	335

continued...

7. FIXED ASSET INVESTMENTS

	Shares in group undertakings £
COST	
Additions	1
NET BOOK VALUE	
At 31 March 2025	1
At 31 March 2024	-

There were no investment assets outside the UK.

The company's investments at the balance sheet date in the share capital of companies include the following:

Strength & Stem Flowers Limited
Registered office: United Kingdom
Nature of business: Floristry social enterprise

Class of share:	% holding
Ordinary shares	100

On the 21 March 2025, Strength & Stem Flowers Limited became a wholly owned subsidiary of the charity.

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.25 £	31.3.24 £
Other debtors	-	17
Grants receivable	44,000	-
	44,000	17

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.25 £	31.3.24 £
Credit cards	522	300
Deferred grants	-	15,814
Accruals	1,224	779
	1,746	16,893

continued...

10. MOVEMENT IN FUNDS

	At 1.4.24	Net movement in funds	At 31.3.25
	£	£	£
Unrestricted funds			
General fund	35,780	26,203	61,983
Designated programme fund	16,500	(16,500)	-
	52,280	9,703	61,983
Restricted funds			
Project based fund	15,751	72,256	88,007
TOTAL FUNDS	68,031	81,959	149,990

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	27,079	(876)	26,203
Designated programme fund	-	(16,500)	(16,500)
	27,079	(17,376)	9,703
Restricted funds			
Salaries and running cost fund	15,814	(15,814)	-
Project based fund	180,850	(108,594)	72,256
	196,664	(124,408)	72,256
TOTAL FUNDS	223,743	(141,784)	81,959

Comparatives for movement in funds

	At 1.4.23	Net movement in funds	Transfers between funds	At 31.3.24
	£	£	£	£
Unrestricted funds				
General fund	29,494	2,564	3,722	35,780
Designated programme fund	-	16,500	-	16,500
	29,494	19,064	3,722	52,280
Restricted funds				
Salaries and running cost fund	3,722	-	(3,722)	-
Project based fund	-	15,751	-	15,751
	3,722	15,751	(3,722)	15,751
TOTAL FUNDS	33,216	34,815	-	68,031

continued...

10. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	21,513	(18,949)	2,564
Designated programme fund	16,500	-	16,500
	38,013	(18,949)	19,064
Restricted funds			
Salaries and running cost fund	26,788	(26,788)	-
Project based fund	46,517	(30,766)	15,751
	73,305	(57,554)	15,751
TOTAL FUNDS	111,318	(76,503)	34,815

Fund details

Name	Type	Description
Salaries and running cost fund	Restricted	Grant funding for employment of staff
Project based fund	Restricted	Grant funding for project and core costs
Designated programme fund	Unrestricted	Funds designated for programme costs
General fund	Unrestricted	

11. RELATED PARTY DISCLOSURES

Following a fair, impartial and robust recruitment process for a CEO to lead the charity, Jessica Visser, a trustee of the charity, was appointed on 1 August 2024. She resigned as a trustee on 31 July 2024 prior to taking up her employment as the charity's CEO. From the time she was appointed as CEO to 31 March 2025 she received gross wages of £18,333 and employer pension contributions of £297.

There were no other related party transactions for the year ended 31 March 2025.

Detailed Statement of Financial Activities
for the Year Ended 31 March 2025

	Unrestricted funds £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
INCOME AND ENDOWMENTS				
Donations and legacies				
Donations	5,251	-	5,251	1,152
Gift aid	510	-	510	130
Grants	16,000	196,664	212,664	104,758
	21,761	196,664	218,425	106,040
Investment income				
Deposit account interest	1,391	-	1,391	528
Other income				
Discounts received	134	-	134	62
Student placement income	3,548	-	3,548	4,688
Miscellaneous income	245	-	245	-
	3,927	-	3,927	4,750
Total incoming resources	27,079	196,664	223,743	111,318
EXPENDITURE				
Raising donations and legacies				
Wages	10,296	3,432	13,728	7,700
Social security	-	53	53	-
Pensions	150	56	206	-
Fundraising platform	36	538	574	216
Fundraising events	80	13	93	283
	10,562	4,092	14,654	8,199
Charitable activities				
Wages	-	53,439	53,439	36,841
Social security	-	804	804	-
Pensions	-	928	928	743
Telephone	-	860	860	-
Sundries	-	872	872	397
Materials	461	7,648	8,109	9,435
Gifts	-	91	91	91
Tuition	-	2,828	2,828	2,162
Catering	-	4,815	4,815	3,498
Venue hire	-	5,322	5,322	2,598
Travel	12	7,578	7,590	5,254
Consultancy	-	180	180	538
	473	85,365	85,838	61,557

Detailed Statement of Financial Activities
for the Year Ended 31 March 2025

	Unrestricted funds £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
Charitable activities				
Other				
Wages	4,393	19,344	23,737	-
Social security	-	423	423	-
Pensions	61	245	306	-
Bank charges	31	108	139	42
General insurance	84	546	630	457
Staff welfare	558	283	841	401
Software and IT support	-	1,833	1,833	370
Stationery and printing	-	231	231	60
Subscriptions	83	369	452	124
Sundry expenses	-	75	75	382
Travel	123	692	815	-
Coworking space	24	1,245	1,269	-
Training and recruitment	-	1,389	1,389	-
Administration support	-	1,080	1,080	-
Depreciation of computer equipment	91	-	91	91
	5,448	27,863	33,311	1,927
Support costs				
Governance costs				
Auditors' remuneration	765	-	765	735
Accountancy fees	72	576	648	858
Consultancy fees	-	5,937	5,937	2,844
Trustee travel	3	23	26	383
Board support and training	53	552	605	-
	893	7,088	7,981	4,820
Total resources expended	17,376	124,408	141,784	76,503
Net income	9,703	72,256	81,959	34,815

Accounts

Strength & Stem Ltd

Charity No. 1192080

Company No. 12165279

Trustees' Report and Unaudited Accounts

31 March 2024

Contents

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the unaudited financial statements of the charity for the year ended 31 March 2024.

REFERENCE AND ADMINISTRATIVE DETAILS

Company No. 12165279

Charity No. 1192080

Registered Office

155 Taybridge Road
London
SW11 5PY

Directors and Trustees
The Directors of the charitable company are its Trustees for the purposes of charity law.
The following Directors and Trustees served during the year:

E. Channon	(Resigned 1 May 2024)
C. MacIver - Treasurer	(Resigned 9 May 2024)
J. Moberly - Company Secretary	
E. Read	(Resigned 2 August 2023)
J. Visser – Chair	

The following Directors and Trustees were appointed after the year end but prior to the date of this report:

J. Mills - Chair	(Appointed 1 May 2024)
K. Collis - Treasurer	(Appointed 1 May 2024)

Company Secretary

J. Moberly

Accountants

Daniel Sam Limited
61 Plodder Lane
Farnworth
Bolton
BL4 0BX

OBJECTIVES AND ACTIVITIES

Charity objects
The objects of the charity are for the public benefit. The charity's purposes as set out in the objects contained in the company's articles of association are:

- for the relief of poverty and unemployment of women affected by human trafficking by the provision of floristry training and workshops and other education, training and support, carried out in accordance with Christian values and principles.

The charity equips human trafficking and modern slavery survivors with life skills, vocational skills, prevocational skills, one-to-one support, and community as part of its holistic and trauma-informed training programmes. Our approach employs floristry as a creative, therapeutic and social tool and vocational pathway into an industry in which many survivors wish to work.

Charity purpose and strategic objectives
Strength & Stem's vision is to see female survivors of human trafficking and modern slavery become restored from their trauma, empowered for the future and able to sustain a good quality of life.

Public benefit
The charity's main activities are described in the sections below. The board of trustees is satisfied with the performance of the charity during the year and in planning the activities the trustees have had regard to the Charity Commission's guidance on public benefit.

ACHIEVEMENTS AND PERFORMANCE
Charitable activities
Strength & Stem takes women through a holistic skills training programme consisting of four stages. The first stage begins with floristry (vocational) training over six weeks. The second stage focuses on skills (prevocational) development sessions over an additional six-week period. Following this, women are given the opportunity to work one-to-one with a mentor over six months whilst concurrently undertaking a work practice placement over six weeks.

Following a graduation ceremony, programme participants become part of Strength & Stem's alumni community and can access regular alumni events. Women are referred to our programme by partner charities and organisations.

In addition to our core programme, we aim to amplify survivor voices through networking, marketing and publication of guides and reports. To enable more survivors to secure and maintain safe and meaningful employment, we are currently developing a toolkit for UK florists that will support them with employing survivors of human trafficking and modern slavery.

<u>Outputs in 2023-2024</u>

- 32 women supported
- 3 alumni events hosted
- 4 peer support and social cafes delivered
- 204 hours of mentoring completed
- 300 hours of work experience completed by participants
- 36 hours of floristry training delivered
- 33 hours of wellbeing and life skills training sessions delivered

100% of the women we supported in 2023 were survivors of human trafficking and modern slavery.

<u>Outcomes in 2023-2024</u>
We aim to see survivors restored from their trauma, empowered for the future and able to sustain a good quality of life. We measure progress through certain metrics which include improved self-esteem, confidence, self-efficacy, sense of being valued by others, and ability to maintain personal wellbeing. We also aim for survivors to gain a variety of practical (vocational and prevocational) and social skills necessary for employment.

Our impact measures show that our programmes result in survivors experiencing improved wellbeing, and a strong sense of community belonging. Survivors tell us that they feel happier, more confident, and better prepared to work in the UK.

- 91% of participants reported that they felt better prepared for employment
- 100% of participants reported that the programme both improved and helped them to maintain their wellbeing
- 82% of participants reported that the programme helped them to build their social community
- 100% of participants would recommend our programme to others

<u>Additional achievements</u>
We delivered our third complete skills training programme (the programme was newly developed in early 2022). Based on feedback from participants, we made our programme longer, increasing the duration from six to eight months. This allowed us to offer more skills training workshops, work experience days and mentoring sessions.

We introduced our peer support alumni programme. This is delivered in the format of "coffee & chats", hosted by our alumni and attended by the current cohort. This allowed participants and alumni to build and maintain social connections.

We continued to employ survivors from our network to lead the floristry training programme.

We evaluated and updated our theory of change and our monitoring and evaluation frameworks so that we can more accurately measure and communicate our impact.

We recruited and established the Survivor Advisory Board which consists of five alumni and is facilitated by three external volunteers. The purpose is to ensure that the development and delivery of our work remain survivor-centred and to provide a pathway for trustee training and development.

FINANCIAL REVIEW

Financial position

The charity's activities during the year were funded primarily through Trust and Foundation grant funding. The charity has secured grant funding for its activities for the upcoming financial year, and otherwise has minimal fixed costs to fund in between programmes. It is therefore in a good position as it plans for future programmes and the expansion of its work. In the coming financial year, the charity aims to diversify its income sources.

Reserves policy

The Charity Commission sets out the responsibilities of the Trustees of a charity to determine the level of reserves it needs to hold to manage the risks inherent to each individual charity.

Charitable funds generally break down into three types:

1. restricted funds - to be spent on specific activities, as agreed with the donor;

2. designated funds - specific obligations or commitments trustees have chosen to make on future activities; and

3. general funds / 'free' reserves - no restrictions as to their use, within the organisation's charitable objectives.

Both designated and general funds are unrestricted. Trustees have full discretion on how these are spent, within the charitable objectives.

The trustees of Strength & Stem have determined that the charity is required to hold unrestricted reserves in a designated reserve named the Operating Reserve to ensure the stability of its mission, programmes, employment, and ongoing operations. The main aim of the Operating Reserve is to provide an internal source of funds to allow the charity to continue to meet its charitable objectives during situations of financial uncertainty including unanticipated loss in funding. The Operating Reserve may be used for nonrecurring expenses that will build long-term capacity, such as staff development. Operating Reserves are not intended to replace a permanent loss of funds or eliminate an ongoing budget gap.

To manage the above, the trustees have agreed that the target minimum Operating Reserve Fund should be equal to three months of average future operating costs. As at 31 March 2024, this is valued at £35,780 which is equivalent to 3.2 months of average future operating expenditure.

As at 31 March 2024 funds designated for future programme development and project work are £16,500. These funds have been designated specifically for planned spend during the 2024-2025 financial year.

The trustees have assessed the major risks to which the Charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks.

FUTURE PLANS

In the coming year, the charity plans to build on the success of its core programme, welcoming another 15 modern slavery survivors onto its 2024-2025 cohort. The charity will continue to deliver and develop its peer support project and alumni network.

In addition, the charity will implement its new monitoring, evaluation and learning framework which links every aspect of its activities with the overall vision to see modern slavery survivors restored from their trauma, empowered for the future and able to maintain a good quality of life.

Finally, Strength & Stem will publish its first piece of work entitled “Fighting Slavery with Floristry: A Toolkit for Florists”. The toolkit is designed to influence the UK floristry sector to help support modern slavery and human trafficking survivors into safe and sustainable employment.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is controlled by its governing document, a memorandum and amended articles of association dated 19 October 2020, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. The Trustees are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

The above report has been prepared in accordance with the provisions applicable to companies subject to the small companies regime as set out in Part 15 of the Companies Act 2006 and in accordance with the Charities SORP (FRS 102).

Signed on behalf of the board by:

Kate Collis
Kate Collis (Jul 16, 2024 23:19 GMT+1)

K. Collis
Trustee/Treasurer
Date: Jul 16, 2024

Independent Examiner's Report to the trustees of Strength & Stem Ltd

I report to the charity trustees on my examination of the financial statements of Strength & Stem Ltd for the year ended 31 March 2024.

Responsibilities and basis of report

As the charity's trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the financial statements of the Charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's financial statements as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I can confirm that no material matters have come to my attention in connection with the examination giving me cause to believe:

- accounting records were not kept in accordance with section 386 of the 2006 Act ; or
- the financial statements do not accord with those records; or
- the financial statements do not comply with the accounting requirements under section 396 of the 2006 Act other than any requirement that the financial statements give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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 financial statements to be reached.

G Daniel-Sam
G Daniel-Sam (Jul 17, 2024 09:27 GMT+1)

Gracian Daniel-Sam ACA (ICAEW)
Daniel Sam Limited
61 Plodder Lane
Farnworth
Bolton

BL4 0BX
Date: Jul 17, 2024

Strength & Stem Ltd
Statement of Financial Activities

for the year ended 31 March 2024

	Notes	Unrestricted funds 31.3.24 £	Restricted funds 31.3.24 £	Total funds 31.3.24 £	Total funds 1.5.22 to 31.3.23 £
Income and endowments from:					
Donations and legacies	3	32,782	73,258	106,040	67,708
Interest receivable	4	528	-	528	-
Other	5	4,703	47	4,750	-
Total		38,013	73,305	111,318	67,708
Expenditure on:					
Raising funds	6	8,199	-	8,199	1,040
Charitable activities	7	6,507	55,050	61,557	43,970
Other	8	4,243	2,504	6,747	2,011
Total		18,949	57,554	76,503	47,021
Net gains on investments		-	-	-	-
Net income	9	19,064	15,751	34,815	20,687
Transfers between funds		3,722	(3,722)	-	-
Net income before other gains/(losses)		22,786	12,029	34,815	20,687
Other gains and losses					
Net movement in funds		22,786	12,029	34,815	20,687
Reconciliation of funds:					
Total funds brought forward		29,494	3,722	33,216	12,529
Total funds carried forward		52,280	15,751	68,031	33,216

Strength & Stem Ltd
Balance Sheet

at 31 March 2024

Company No. 12165279	**Notes**	**2024**	**2023**
		£	**£**
Fixed assets			
Tangible assets	11	335	426
		335	426
Current assets			
Debtors	12	4,705	-
Cash at bank and in hand		79,884	60,197
		84,589	60,197
Creditors: Amount falling due within one year	13	(16,893)	(27,407)
Net current assets		67,696	32,790
Total assets less current liabilities		68,031	33,216
Net assets excluding pension asset or liability		68,031	33,216
Total net assets		68,031	33,216
The funds of the charity			
Restricted funds	14		
Restricted income funds		15,751	3,722
		15,751	3,722
Unrestricted funds	14		
General funds		52,280	29,494
		52,280	29,494
Total funds		68,031	33,216

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.
For the year ended 31 March 2024 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.
The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.
The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

Approved by the board on 10 July 2024 and signed on its behalf by:

Kate Collis
Kate Collis (Jul 16, 2024 23:19 GMT+1)

K. Collis
Trustee/Treasurer
Date: Jul 16, 2024

1 **Accounting policies**

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Fund accounting

Unrestricted funds	These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.
Designated funds	These are unrestricted funds earmarked by the trustees for particular purposes.
Revaluation funds	These are unrestricted funds which include a revaluation reserve representing the restatement of investment assets at their market values.
Restricted funds	These are available for use subject to restrictions imposed by the donor or through terms of an appeal.

Income

Recognition of income	Income is included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability.
Donations and legacies	Voluntary income received by way of grants, donations and gifts is included in the the SoFA when receivable and only when the Charity has unconditional entitlement to the income.

Expenditure

Recognition of expenditure	Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.
Expenditure on raising funds	These comprise the costs associated with attracting voluntary income, fundraising trading costs and investment management costs.
Expenditure on charitable activities	These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects.
Other expenditure	These are support costs not allocated to a particular activity.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Tangible fixed assets and depreciation

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

Computer equipment	20%% Straight line

Pension costs

The charity operates a defined contribution plan for its employees. The contributions are recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the company in independently administered funds.

2 Company status

The company is a private company limited by guarantee and consequently does not have share capital.

3 Income from donations and legacies

	Unrestricted	Restricted	Total 2024	Total 2023
	£	£	£	£
Donations	1,152	-	1,152	2,842
Gift aid	130	-	130	406
Grants	31,500	73,258	104,758	64,460
	32,782	73,258	106,040	67,708

4 Interest receivable

	Unrestricted	Total 2024	Total 2023
	£	£	£
Bank interest	528	528	-
	528	528	-

5 Other income

	Unrestricted	Restricted	Total 2024	Total 2023
	£	£	£	£
Discounts received	15	47	62	-
Student placement income	4,688	-	4,688	-
	4,703	47	4,750	-

6 Expenditure on raising funds

	Unrestricted	Total 2024	Total 2023
	£	£	£
Fundraising costs			
Fundraising platform	216	216	162
Wages	7,700	7,700	-
Fundraising events	283	283	878
	8,199	8,199	1,040

7 Expenditure on charitable activities

	Unrestricted	Restricted	Total 2024	Total 2023
	£	£	£	£
Expenditure on charitable activities				
Programme employment costs	6,507	32,626	39,133	26,980
Programme delivery	-	22,424	22,424	16,990
	6,507	55,050	61,557	43,970

8 Other expenditure

	Unrestricted	Restricted	Total 2024	Total 2023
	£	£	£	£
Depreciation	91	-	91	30
General administrative costs	1,836	-	1,836	476
Legal and professional costs	2,316	2,504	4,820	1,505
	4,243	2,504	6,747	2,011

9 Net income before transfers

	2024	2023
This is stated after charging:	£	£
Depreciation of owned fixed assets	91	30
Independent Examiner's fee	735	700
Other fees paid to the independent examiner	858	570

10 Staff costs

No employee received emoluments in excess of £60,000.

The average monthly number of full time equivalent employees during the year was as follows:

	2024 Number	2023 Number
Programme delivery	2	1
Fundraising	1	-
	3	1

11 Tangible fixed assets

	Computer equipment	Total
	£	£
Cost or revaluation		
At 1 April 2023	456	456
At 31 March 2024	456	456
Depreciation and impairment		
At 1 April 2023	30	30
Depreciation charge for the year	91	91
At 31 March 2024	121	121
Net book values		
At 31 March 2024	335	335
At 31 March 2023	426	426

12 Debtors

	2024	2023
	£	£
Other debtors	17	-
Prepayments and accrued income	4,688	-
	4,705	-

13 Creditors:

amounts falling due within one year

	2024	2023
	£	£
Credit cards	300	-
Trade creditors	-	122
Other taxes and social security	-	1,585
Accruals	779	700
Deferred grants	15,814	25,000
	16,893	27,407

14 Movement in funds

	At 1 April 2023	Incoming resources (including other gains/losses)	Resources expended	Gross transfers	At 31 March 2024
	£	£	£	£	£
Restricted funds:					
Restricted income funds:					
Salaries and running cost fund	3,722	26,788	(26,788)	(3,722)	-
Project based fund	-	46,517	(30,766)	-	15,751
Total	3,722	73,305	(57,554)	(3,722)	15,751
Unrestricted funds:					
General funds	29,494	21,513	(18,949)	3,722	35,780
Designated programme fund	-	16,500	-	-	16,500
Total	29,494	38,013	(18,949)	3,722	52,280
Total funds	33,216	111,318	(76,503)	-	68,031

Purposes and restrictions in relation to the funds:

Restricted funds:

Salaries and running cost fund	Grant funding for employment of staff to further charity's objects.
Project based fund	Grant funding for project costs.

15 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total
	£	£	£
Fixed assets	335	-	335
Debtors	4,705	-	4,705
Cash at bank and in hand	64,777	40,077	104,854
Creditors falling due within one year	(17,537)	(24,326)	(41,863)
	52,280	15,751	68,031

16 Related party disclosures

There were no related party transactions for the year ended 31 March 2024.

Strength & Stem Ltd
Detailed Statement of Financial Activities

for the year ended 31 March 2024

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income and endowments from:				
Donations and legacies				
Donations	1,152	-	1,152	2,842
Gift aid	130	-	130	406
Grants	31,500	73,258	104,758	64,460
	32,782	73,258	106,040	67,708
Interest receivable				
Bank interest	528	-	528	-
	528	-	528	-
Other				
Discounts received	15	47	62	-
Student placement income	4,688	-	4,688	-
	4,703	47	4,750	-
Total income and endowments	38,013	73,305	111,318	67,708
Expenditure on:				
Raising funds				
Fundraising platform	216	-	216	162
Wages	7,700	-	7,700	-
Fundraising events	283	-	283	878
	8,199	-	8,199	1,040
Total of expenditure on raising funds	8,199	-	8,199	1,040
Charitable activities				
Wages	6,366	30,475	36,841	25,286
Pensions	141	602	743	563
Sundries	-	397	397	623
Materials	-	9,435	9,435	5,586
Gifts	-	91	91	297
Tuition	-	2,162	2,162	1,295
Catering	-	3,498	3,498	3,103
Venue hire	-	2,598	2,598	2,292
Travel	-	5,254	5,254	3,667
Consultancy	-	538	538	551
	6,507	55,050	61,557	43,970
Total of expenditure on charitable activities	6,507	55,050	61,557	43,970

General administrative costs				
Depreciation of Computer equipment	91	-	91	30
Bank charges	42	-	42	-
General insurances	457	-	457	-
Travel	-	-	-	57
Staff welfare	401	-	401	-
Software, IT support and related costs	370	-	370	288
Stationery and printing	60	-	60	22
Subscriptions	124	-	124	109
Sundry expenses	382	-	382	-
	1,927	-	1,927	506
Legal and professional costs				
Audit/Independent examination fees	735	-	735	700
Accountancy and bookkeeping	354	504	858	475
Consultancy fees	844	2,000	2,844	330
Trustee travel reimbursement	383	-	383	-
	2,316	2,504	4,820	1,505
Total of expenditure of other costs	4,243	2,504	6,747	2,011
Total expenditure	18,949	57,554	76,503	47,021
Net gains on investments	-	-	-	-
Net income	19,064	15,751	34,815	20,687
Transfers between funds	3,722	(3,722)	-	-
Net income before other gains/(losses)	22,786	12,029	34,815	20,687
Other Gains	-	-	-	-
Net movement in funds	22,786	12,029	34,815	20,687
Reconciliation of funds:				
Total funds brought forward	29,494	3,722	33,216	12,529
Total funds carried forward	52,280	15,751	68,031	33,216

Accounts

REGISTERED COMPANY NUMBER: 12165279 (England and Wales)
REGISTERED CHARITY NUMBER: 1192080

Report of the Trustees and

Unaudited Financial Statements for the Period 1 May 2022 to 31 March 2023

for

Strength & Stem Ltd

Daniel Sam Limited
Chartered Accountants
61 Plodder Lane
Farnworth
Bolton
BL4 0BX

Contents of the Financial Statements
for the Period 1 May 2022 to 31 March 2023

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the period 1 May 2022 to 31 March 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

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

- for the relief of poverty and unemployment of women affected by human trafficking by the provision of floristry training and workshops and other education, training and support, carried out in accordance with Christian values and principles.

Charity purpose and strategic objectives
Strength & Stem's aim is to empower female survivors of human trafficking and modern slavery living in the UK so that they can live their lives free of the effects of exploitation and disadvantage. The charity equips them with life skills, vocational skills, prevocational skills, one-to-one support, and community as part of its holistic and trauma-informed training programmes. Our approach employs floristry as a creative, therapeutic tool, a social tool, and a vocational pathway into an industry in which many survivors wish to work.

Public benefit

The charity's main activities are described in the sections below. The board of trustees is satisfied with the performance of the charity during the year and in planning the activities the trustees have had regard to the Charity Commission's guidance on public benefit.

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Strength & Stem take women through a holistic skills training programme consisting of four stages. The first stage begins with floristry (vocational) training over a four-week period. The second stage focuses on skills (prevocational) development sessions over an additional four-week period. Following this, women are given the opportunity to work one-to-one with a mentor over four months whilst concurrently undertaking a work practice placement over two weeks. Finally, following a graduation ceremony, programme participants become part of Strength & Stem's alumni community and can access regular alumni events. Women are referred to our programme from partner charities and organisations.

In addition to our programmatic work, we aim to amplify survivor voices through networking, marketing and publication of guides and reports. We are developing a best-practice guide for employing female survivors, to support recruitment and retention of a motivated, diverse workforce that enables female survivors to be economically active and financially independent.

Outputs
- 18 women supported.
- 48 hours of floristry skills training delivered.
- 24 hours of supplementary skills training delivered.
- 52 hours of mentoring sessions delivered.
- 69 days of work experience practice placements completed by programme participants.

Of the women we supported in 2022, 100% were survivors of human trafficking.

Outcomes
We aim to see survivors socially and economically empowered. We measure this through certain sub-categories which are: improved self-esteem, confidence, self-efficacy, sense of being valued by others, and ability to maintain personal wellbeing. We also aim for survivors to gain a variety of practical (vocational and prevocational) and social skills necessary for employment.

Our impact measures show that our programmes result in survivors experiencing improved wellbeing, and a strong sense of community belonging. Survivors tell us that they feel happier, more confident, and better prepared to work in the UK.

- 100 % participants reported that the programmes helped them become better prepared for employment.
- 100% participants reported that the programmes helped them grow their social network.
- 100% participants reported that the programmes helped them to improve their wellbeing.

Main achievements
We delivered our second complete skills training programme (the programme was newly developed in early 2022). This allowed us to gather further feedback and insight into programme efficacy and highlighted some important developments which we will be implementing in the coming financial year.

We were able to employ a survivor from our network to lead the floristry training programme.

The trustee board mandated the establishment of a Survivor Advisory Board which is currently being recruited to from programme alumni; this will ensure that the development and delivery of our work remains survivor centred.

We broadened our referral partner network; Strength & Stem now receives referrals from more than ten charities and partner organisations.

We delivered the first two alumni events for programme graduates. The purpose of alumni events is to extend and consolidate community networks and offer further learning opportunities.

Our staff team grew from one to three part-time members, and we brought on two new trustees (a Company Secretary and a Treasurer). This will allow our work to be better supported and demonstrates a higher level of organisational resilience and sustainability.

FINANCIAL REVIEW

Financial position

The charity's activities during the year were well funded through grants and donations. The charity has secured grant funding for its programmatic activities for the upcoming financial year, and otherwise has minimal fixed costs to fund in between programmes. It is therefore in a good position as it plans for future programmes and the expansion of its work.

Principal funding sources

The principal funding sources for the charity are currently grant funding and public donations. For future activities, the charity has been able to secure some grant funding from key donors. The charity is looking to apply for further grant funding from Trusts and Foundations, and to run additional direct-to-public fundraising campaigns, to boost its resources, capability, and reach.

Reserves policy

The Charity Commission sets out the responsibilities of the Trustees of a charity to determine the level of reserves it needs to hold to manage the risks inherent to each individual charity.

Charitable funds generally break down into three types:
1. restricted funds - to be spent on specific activities, as agreed with the donor;
2. designated funds - specific obligations or commitments trustees have chosen to make on future activities; and
3. general funds / 'free' reserves - no restrictions as to their use, within the organisation's charitable objectives.

Both designated and general funds are unrestricted. Trustees have full discretion on how these are spent, within the charitable objectives.

The trustees of Strength & Stem have determined that the charity is required to hold unrestricted reserves in a designated reserve named the Operating Reserve to ensure the stability of its mission, programmes, employment, and ongoing operations. The main aim of the Operating Reserve is to provide an internal source of funds to allow the charity to continue to meet its charitable objectives during situations of financial uncertainty including unanticipated loss in funding. The Operating Reserve may be used for nonrecurring expenses that will build long-term capacity, such as staff development. Operating Reserves are not intended to replace a permanent loss of funds or eliminate an ongoing budget gap.

To manage the above, the trustees have agreed that the target minimum Operating Reserve Fund should be equal to three months of average future operating costs. As at 31 March 2023, this is valued at £21,899. Total general funds were £29,494, which is equivalent to four months of average future operating expenditure. These additional funds, equating to £7,595, will be used to fund the costs of the charitable programmes to the extent of the shortfall between the costs of running the programmes and the restricted grants we receive, alongside the costs of generating funds and the administrative costs of running the charity. We will also use these funds to plan and pilot new programmes to expand our portfolio of support to help even more female survivors of human trafficking.

The trustees have assessed the major risks to which the Charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks.

FUTURE PLANS

In the coming year, the charity will roll out a longer version of its training programme. This is in response to feedback from programme participants who have indicated that they would like more time to implement the skills learnt, and to develop the community built. The new programme will deliver both the floristry and skills training over six weeks each, mentorship over six months, and work experience over six weeks.

The charity is also developing the pilot of a shorter, less intense floristry training programme for those who might find the longer-term training programme too intense at their stage of recovery. The purpose would be to provide a space focussed more exclusively on wellbeing and community development rather than employment orientated. In addition, the charity will continue to develop its longer-term support offerings in the form of the alumni programme.

Finally, the charity will progress the detailed development of a report which will act as a guide to UK employers on supporting survivors into and for the duration of their employment.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a memorandum and amended articles of association dated 19 October 2020, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

12165279 (England and Wales)

Registered Charity number

1192080

Registered office

81 Rectory Lane
Byfleet
West Byfleet
Surrey
KT14 7LX

Trustees

E S Channon
E A Read
J M A Visser
C A MacIver (appointed 1.1.23)
J Moberly (appointed 1.1.23)

Independent Examiner

Daniel Sam Limited
Chartered Accountants
61 Plodder Lane
Farnworth
Bolton
BL4 0BX

Approved by order of the board of trustees on Aug 10, 2023 .... and signed on its behalf by:

JMVisser
....
J M A Visser - Trustee

Independent examiner's report to the trustees of Strength & Stem Ltd ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the period 1 May 2022 to 31 March 2023.

Responsibilities and basis of report
As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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.

G.Daniel-Sam

Gracian Daniel-Sam
ACA
Daniel Sam Limited
Chartered Accountants
61 Plodder Lane
Farnworth
Bolton
BL4 0BX

Date: Aug 14, 2023

Statement of Financial Activities
for the Period 1 May 2022 to 31 March 2023

	Notes	Unrestricted fund £	Restricted funds £	Period 1.5.22 to 31.3.23 Total funds £	Period 1.9.21 to 30.4.22 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		48,248	19,460	67,708	29,307
Other trading activities	2	-	-	-	6,401
Total		48,248	19,460	67,708	35,708
EXPENDITURE ON					
Raising funds		1,040	-	1,040	6,448
Charitable activities					
Employment and running costs		1,131	25,849	26,980	13,618
Programme delivery		818	16,172	16,990	4,895
Other		1,549	462	2,011	727
Total		4,538	42,483	47,021	25,688
NET INCOME/(EXPENDITURE)		43,710	(23,023)	20,687	10,020
Transfers between funds	7	(15,124)	15,124	-	-
Net movement in funds		28,586	(7,899)	20,687	10,020
RECONCILIATION OF FUNDS					
Total funds brought forward		908	11,621	12,529	2,509
TOTAL FUNDS CARRIED FORWARD		29,494	3,722	33,216	12,529

The notes form part of these financial statements

Balance Sheet
31 March 2023

	Notes	Unrestricted fund £	Restricted funds £	31.3.23 Total funds £	30.4.22 Total funds £
FIXED ASSETS					
Tangible assets	5	426	-	426	-
CURRENT ASSETS					
Cash at bank		29,768	30,429	60,197	13,327
CREDITORS					
Amounts falling due within one year	6	(700)	(26,707)	(27,407)	(798)
NET CURRENT ASSETS		29,068	3,722	32,790	12,529
TOTAL ASSETS LESS CURRENT LIABILITIES		29,494	3,722	33,216	12,529
NET ASSETS		29,494	3,722	33,216	12,529
FUNDS	7				
Unrestricted funds				29,494	908
Restricted funds				3,722	11,621
TOTAL FUNDS				33,216	12,529

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the period ended 31 March 2023.

The members have not required the company to obtain an audit of its financial statements for the period ended 31 March 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for
(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

continued...

Strength & Stem Ltd

Balance Sheet - continued
31 March 2023

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on Aug 10, 2023 .... and were signed on its behalf by:

JMVisser
....
J M A Visser - Trustee

CMacIver
Claire MacIver (Aug 10, 2023 22:41 GMT+1)
....
C A MacIver - Trustee

Joanna Moberly
Joanna Moberly (Aug 14, 2023 08:04 GMT+1)
....
J Moberly - Trustee

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer equipment - 20% on cost

Taxation
The charity is exempt from corporation tax on its charitable activities.

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

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

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. OTHER TRADING ACTIVITIES

	Period 1.5.22 to 31.3.23 £	Period 1.9.21 to 30.4.22 £
Fundraising events	-	125
Social enterprise sales	-	4,844
Floristry workshops	-	1,432
	-	6,401

continued...

3. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	Period 1.5.22 to 31.3.23 £	Period 1.9.21 to 30.4.22 £
Depreciation - owned assets	30	-

4. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the period ended 31 March 2023 nor for the period ended 30 April 2022.

Trustees' expenses

There were no trustees' expenses paid for the period ended 31 March 2023 nor for the period ended 30 April 2022.

5. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
Additions	456
DEPRECIATION	
Charge for year	30
NET BOOK VALUE	
At 31 March 2023	426
At 30 April 2022	-

6. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.23 £	30.4.22 £
Trade creditors	122	-
Social security and other taxes	1,585	360
Accruals and deferred income	700	438
Deferred grants	25,000	-
	27,407	798

continued...

7. MOVEMENT IN FUNDS

	At 1.5.22 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Unrestricted funds				
General fund	908	43,710	(15,124)	29,494
Restricted funds				
Salaries and running cost fund	4,173	(9,851)	9,400	3,722
Project based fund	7,448	(13,172)	5,724	-
	11,621	(23,023)	15,124	3,722
TOTAL FUNDS	12,529	20,687	-	33,216

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	48,248	(4,538)	43,710
Restricted funds			
Salaries and running cost fund	16,460	(26,311)	(9,851)
Project based fund	3,000	(16,172)	(13,172)
	19,460	(42,483)	(23,023)
TOTAL FUNDS	67,708	(47,021)	20,687

Comparatives for movement in funds

	At 1.9.21 £	Net movement in funds £	Transfers between funds £	At 30.4.22 £
Unrestricted funds				
General fund	2,509	(1,101)	(500)	908
Restricted funds				
Salaries and running cost fund	-	4,173	-	4,173
Project based fund	-	6,948	500	7,448
	-	11,121	500	11,621
TOTAL FUNDS	2,509	10,020	-	12,529

continued...

7. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	7,497	(8,598)	(1,101)
Restricted funds			
Salaries and running cost fund	16,461	(12,288)	4,173
Project based fund	11,750	(4,802)	6,948
	28,211	(17,090)	11,121
TOTAL FUNDS	35,708	(25,688)	10,020

Fund details

Salaries and running cost fund	Grant funding for employment of staff to further the charity's objects.
Project based fund	Grant funding for project costs.

8. RELATED PARTY DISCLOSURES

There were no related party transactions for the period ended 31 March 2023.

9. INDEPENDENT EXAMINER'S REMUNERATION

The amount payable to the Independent Examiner for final preparation of the financial statements and carrying out the independent examination was £700 (2022: £396).

Fees of £570 (2022: £294) were also payable to the Independent Examiner for the provision of outsourced payroll services and a bookkeeping software licence.

Detailed Statement of Financial Activities
for the Period 1 May 2022 to 31 March 2023

	Unrestricted funds £	Restricted funds £	Period 1.5.22 to 31.3.23 Total funds £	Period 1.9.21 to 30.4.22 Total funds £
INCOME AND ENDOWMENTS				
Donations and legacies				
Donations	2,842	-	2,842	586
Gift aid	406	-	406	511
Grants	45,000	19,460	64,460	28,210
	48,248	19,460	67,708	29,307
Other trading activities				
Fundraising events	-	-	-	125
Social enterprise sales	-	-	-	4,844
Floristry workshops	-	-	-	1,432
	-	-	-	6,401
Total incoming resources	48,248	19,460	67,708	35,708
EXPENDITURE				
Raising donations and legacies				
Fundraising platform	162	-	162	990
Advertising	-	-	-	54
Consultancy	-	-	-	170
Fundraising event	878	-	878	-
	1,040	-	1,040	1,214
Other trading activities				
Purchases	-	-	-	2,959
Subcontractors	-	-	-	1,504
Shipping	-	-	-	469
Other cost of sales	-	-	-	302
	-	-	-	5,234
Charitable activities				
Wages	-	25,286	25,286	11,846
Pensions	-	563	563	148
Insurance	414	-	414	347
Postage and stationery	91	-	91	54
Sundries	-	623	623	116
Materials	338	5,248	5,586	1,365
Gifts	-	297	297	-
Carried forward	843	32,017	32,860	13,876

Strength & Stem Ltd

Detailed Statement of Financial Activities
for the Period 1 May 2022 to 31 March 2023

	Unrestricted funds £	Restricted funds £	Period 1.5.22 to 31.3.23 Total funds £	Period 1.9.21 to 30.4.22 Total funds £
Charitable activities				
Brought forward	843	32,017	32,860	13,876
Tuition	-	1,295	1,295	1,419
Catering	30	3,073	3,103	-
Venue hire	376	1,916	2,292	2,020
Travel	149	3,518	3,667	46
Computer running costs	-	59	59	152
Consultancy	551	-	551	1,000
Subscriptions	-	143	143	-
	1,949	42,021	43,970	18,513
Support costs				
Finance				
Bank charges	-	-	-	37
Information technology				
Computer running costs	288	-	288	-
Depreciation of equipment	30	-	30	-
	318	-	318	-
Other				
Postage and stationery	22	-	22	-
Subscriptions	109	-	109	-
Travel	57	-	57	-
	188	-	188	-
Governance costs				
Accountancy and legal fees	713	462	1,175	690
Board support and training	330	-	330	-
	1,043	462	1,505	690
Total resources expended	4,538	42,483	47,021	25,688
Net income	43,710	(23,023)	20,687	10,020

S&S Accounts 31-3-2023 FINAL

Final Audit Report 2023-08-14

Created:	2023-08-10
By:	Gracian Daniel-Sam (gracian@danielsam.com)
Status:	Signed
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"S&S Accounts 31-3-2023 FINAL" History

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Agreement completed.

2023-08-14 - 8:18:11 AM GMT

STRENGTH & STEM LTD

England & Wales - Charity number 1192080

Accounts

REGISTERED COMPANY NUMBER: 12165279 (England and Wales)
REGISTERED CHARITY NUMBER: 1192080

Report of the Trustees and

Unaudited Financial Statements for the Period 1 September 2021 to 30 April 2022

for

Strength & Stem Ltd

Daniel Sam Limited
Chartered Accountants
61 Plodder Lane
Farnworth
Bolton
BL4 0BX

Contents of the Financial Statements
for the Period 1 September 2021 to 30 April 2022

Report of the Trustees
for the Period 1 September 2021 to 30 April 2022

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the period 1 September 2021 to 30 April 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

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

- for the relief of poverty and unemployment of women affected by human trafficking by the provision of floristry training and workshops and other education, training and support, carried out in accordance with Christian values and principles.

Public benefit

The charity's main activities are described in the sections below. The board of trustees is satisfied with the performance of the charity during the year and in planning the activities the trustees have had regard to the Charity Commission's guidance on public benefit.

ACHIEVEMENT AND PERFORMANCE

Charitable activities

This financial year saw Strength & Stem roll out its newly developed employability and skills training programmes for female human trafficking survivors. The charity's trauma-informed and survivor centred programmes were developed by listening closely to survivors in its community and using monitoring and evaluation data from Strength & Stem's previous vocational floristry training courses. The new programmes run over the course of six months and incorporate vocational floristry training, supplementary skills training, mentorship, and work experience. Alongside the roll out of the charity's programmes, Strength & Stem delivered several ad-hoc floristry workshops for survivors.

FINANCIAL REVIEW

Financial position

The charity's activities during the year were well funded through grants and donations. The charity has secured grant funding for the salary of its sole employee until 2023, and otherwise has minimal fixed costs to fund in between programmes. It is therefore in a good position as it plans for future programmes and the expansion of its work.

Principal funding sources

The principal funding sources for the charity are currently grant funding and public donations. For future activities, the charity has been able to secure some grant funding. The charity is looking to apply for further grant funding, and to run additional direct-to-public fundraising campaigns, to boost its resources, capability and reach.

FUTURE PLANS

In the next year, the charity's priorities are to continue to run and learn from its holistic employability and skills training programmes. Through the appointment of a survivor advisory panel to the Trustee Board, and the introduction of survivors as facilitators on its programmes, the charity will continue to ensure that the development and delivery of its work is truly survivor centred. The charity also plans to lay the foundations for additional long-term survivor support within its community, through the development of an alumni network and the delivery of ongoing, ad hoc floristry workshops. Alongside this, the charity will progress the detailed development of a report which will act as a guide to UK employers on supporting survivors into and for the duration of their employment.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a memorandum and amended articles of association dated 19 October 2020, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

12165279 (England and Wales)

Report of the Trustees
for the Period 1 September 2021 to 30 April 2022

Registered Charity number
1192080

Registered office
81 Rectory Lane
Byfleet
West Byfleet
Surrey
KT14 7LX

Independent Examiner
Daniel Sam Limited
Chartered Accountants
61 Plodder Lane
Farnworth
Bolton
BL4 0BX

Approved by order of the board of trustees on 27 May 2022 and signed on its behalf by:

Jessica Visser

Mrs J M A Visser - Trustee

Independent examiner's report to the trustees of Strength & Stem Ltd ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the period 1 September 2021 to 30 April 2022.

Responsibilities and basis of report
As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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.

G Daniel-Sam

Gracian Daniel-Sam
ACA
Daniel Sam Limited
Chartered Accountants
61 Plodder Lane
Farnworth
Bolton
BL4 0BX

27 May 2022

Statement of Financial Activities
for the Period 1 September 2021 to 30 April 2022

	Notes	Unrestricted fund £	Restricted fund £	Period 1.9.21 to 30.4.22 Total funds £	Year Ended 31.8.21 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		1,096	28,211	29,307	594
Other trading activities	2	6,401	-	6,401	-
Total		7,497	28,211	35,708	594
EXPENDITURE ON					
Raising funds		6,448	-	6,448	-
Charitable activities					
Mission		1,754	16,796	18,550	801
Other		396	294	690	-
Total		8,598	17,090	25,688	801
NET INCOME/(EXPENDITURE)		(1,101)	11,121	10,020	(207)
Transfers between funds	6	(500)	500	-	-
Net movement in funds		(1,601)	11,621	10,020	(207)
RECONCILIATION OF FUNDS					
Total funds brought forward		2,509	-	2,509	2,716
TOTAL FUNDS CARRIED FORWARD		908	11,621	12,529	2,509

The notes form part of these financial statements

Strength & Stem Ltd

Balance Sheet
30 April 2022

	Notes	Unrestricted fund £	Restricted fund £	30.4.22 Total funds £	31.8.21 Total funds £
CURRENT ASSETS					
Debtors	4	-	-	-	240
Cash at bank		1,304	12,023	13,327	2,509
		1,304	12,023	13,327	2,749
CREDITORS					
Amounts falling due within one year	5	(396)	(402)	(798)	(240)
NET CURRENT ASSETS		908	11,621	12,529	2,509
TOTAL ASSETS LESS CURRENT LIABILITIES		908	11,621	12,529	2,509
NET ASSETS		908	11,621	12,529	2,509
FUNDS	6				
Unrestricted funds				908	2,509
Restricted funds				11,621	-
TOTAL FUNDS				12,529	2,509

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the period ended 30 April 2022.

The members have not required the company to obtain an audit of its financial statements for the period ended 30 April 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for
(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 27 May 2022 and were signed on its behalf by:

Jessica Visser

J M A Visser - Trustee

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Taxation
The charity is exempt from corporation tax on its charitable activities.

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

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

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. OTHER TRADING ACTIVITIES

	Period 1.9.21 to 30.4.22 £	Year Ended 31.8.21 £
Fundraising events	125	-
Social enterprise sales	4,844	-
Floristry workshops	1,432	-
	6,401	-

 continued...

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the period ended 30 April 2022 nor for the year ended 31 August 2021.

Trustees' expenses

There were no trustees' expenses paid for the period ended 30 April 2022 nor for the year ended 31 August 2021.

4. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	30.4.22	31.8.21
	£	£
Prepayments and accrued income	-	240

5. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	30.4.22	31.8.21
	£	£
Social security and other taxes	360	-
Accruals and deferred income	438	240
	798	240

6. MOVEMENT IN FUNDS

	At 1.9.21	Net movement in funds	Transfers between funds	At 30.4.22
	£	£	£	£
Unrestricted funds				
General fund	2,509	(1,101)	(500)	908
Restricted funds				
Restricted fund	-	11,121	500	11,621
TOTAL FUNDS	2,509	10,020	-	12,529

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	7,497	(8,598)	(1,101)
Restricted funds			
Restricted fund	28,211	(17,090)	11,121
TOTAL FUNDS	35,708	(25,688)	10,020

continued...

6. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.9.20	Net movement in funds	At 31.8.21
	£	£	£
Unrestricted funds			
General fund	2,716	(207)	2,509
TOTAL FUNDS	2,716	(207)	2,509

Comparative net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	594	(801)	(207)
TOTAL FUNDS	594	(801)	(207)

7. RELATED PARTY DISCLOSURES

There were no related party transactions for the period ended 30 April 2022.

8. INDEPENDENT EXAMINER'S REMUNERATION

The amount payable to the Independent Examiner for final preparation of the financial statements and carrying out the independent examination was £396.

Fees of £294 were also payable to the Independent Examiner for the provision of outsourced payroll services.

Detailed Statement of Financial Activities
for the Period 1 September 2021 to 30 April 2022

	Period 1.9.21 to 30.4.22	Year Ended 31.8.21
	£	£
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	586	94
Gift aid	511	-
Grants	28,210	500
	29,307	594
Other trading activities		
Fundraising events	125	-
Social enterprise sales	4,844	-
Floristry workshops	1,432	-
	6,401	-
Total incoming resources	35,708	594
EXPENDITURE		
Raising donations and legacies		
Fundraising platform	990	-
Advertising	54	-
Consultancy	170	-
	1,214	-
Other trading activities		
Purchases	2,959	-
Subcontractors	1,504	-
Shipping	469	-
Other cost of sales	302	-
	5,234	-
Charitable activities		
Wages	11,846	-
Pensions	148	-
Insurance	347	191
Postage and stationery	54	-
Sundries	116	188
Materials	1,365	-
Tuition	1,419	-
Venue hire	2,020	-
Travel	46	-
Computer running costs	152	182
Carried forward	17,513	561

This page does not form part of the statutory financial statements

Strength & Stem Ltd

Detailed Statement of Financial Activities
for the Period 1 September 2021 to 30 April 2022

	Period 1.9.21 to 30.4.22	Year Ended 31.8.21
	£	£
Charitable activities		
Brought forward	17,513	561
Consultancy	1,000	-
	18,513	561
Support costs		
Finance		
Bank charges	37	-
Governance costs		
Accountancy and legal fees	690	240
Total resources expended	25,688	801
Net income/(expenditure)	10,020	(207)