

Strength & Stem Ltd

Charity No. 1192080

Company No. 12165279

Trustees' Report and Unaudited Accounts

31 March 2024

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Strength & Stem Ltd
Trustees Annual Report

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.

Strength & Stem Ltd

Trustees Annual Report

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.

Outputs in 2023-2024

- 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.

Outcomes in 2023-2024

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.

Strength & Stem Ltd

Trustees Annual Report

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

Additional achievements

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.

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Trustees Annual Report

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 (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

		Unrestricted funds	Restricted funds	Total funds	Total funds
		31.3.24	31.3.24	31.3.24	1.5.22 to 31.3.23
	Notes	£	£	£	£
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

for the year ended 31 March 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
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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
	<u>32,782</u>	<u>73,258</u>	<u>106,040</u>	<u>67,708</u>

4 Interest receivable

	Unrestricted	Total 2024	Total 2023
	£	£	£
Bank interest	528	528	-
	<u>528</u>	<u>528</u>	<u>-</u>

5 Other income

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

6 Expenditure on raising funds

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

7 Expenditure on charitable activities

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

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
	<u>4,243</u>	<u>2,504</u>	<u>6,747</u>	<u>2,011</u>

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	-
	<u>3</u>	<u>1</u>

11 Tangible fixed assets

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

12 Debtors

	2024	2023
	£	£
Other debtors	17	-
Prepayments and accrued income	4,688	-
	<u>4,705</u>	<u>-</u>

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
	<u>16,893</u>	<u>27,407</u>

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
<i>Total</i>	<u>3,722</u>	<u>73,305</u>	<u>(57,554)</u>	<u>(3,722)</u>	<u>15,751</u>
Unrestricted funds:					
General funds	29,494	21,513	(18,949)	3,722	35,780
Designated programme fund	-	16,500	-	-	16,500
<i>Total</i>	<u>29,494</u>	<u>38,013</u>	<u>(18,949)</u>	<u>3,722</u>	<u>52,280</u>
Total funds	<u>33,216</u>	<u>111,318</u>	<u>(76,503)</u>	<u>-</u>	<u>68,031</u>

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)
	<u>52,280</u>	<u>15,751</u>	<u>68,031</u>

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
	<u>32,782</u>	<u>73,258</u>	<u>106,040</u>	<u>67,708</u>
Interest receivable				
Bank interest	528	-	528	-
	<u>528</u>	<u>-</u>	<u>528</u>	<u>-</u>
Other				
Discounts received	15	47	62	-
Student placement income	4,688	-	4,688	-
	<u>4,703</u>	<u>47</u>	<u>4,750</u>	<u>-</u>
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
	<u>8,199</u>	<u>-</u>	<u>8,199</u>	<u>1,040</u>
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
	<u>6,507</u>	<u>55,050</u>	<u>61,557</u>	<u>43,970</u>
Total of expenditure on charitable activities	6,507	55,050	61,557	43,970

Strength & Stem Ltd**Detailed Statement of Financial Activities**

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	-
	<u>1,927</u>	<u>-</u>	<u>1,927</u>	<u>506</u>

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	-
	<u>2,316</u>	<u>2,504</u>	<u>4,820</u>	<u>1,505</u>

Total of expenditure of other costs

	<u>4,243</u>	<u>2,504</u>	<u>6,747</u>	<u>2,011</u>
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Total expenditure

	<u>18,949</u>	<u>57,554</u>	<u>76,503</u>	<u>47,021</u>
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Net gains on investments

	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
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Net income

	<u>19,064</u>	<u>15,751</u>	<u>34,815</u>	<u>20,687</u>
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Transfers between funds

	<u>3,722</u>	<u>(3,722)</u>	<u>-</u>	<u>-</u>
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Net income before other gains/(losses)

	<u>22,786</u>	<u>12,029</u>	<u>34,815</u>	<u>20,687</u>
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Other Gains

	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
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Net movement in funds

	<u>22,786</u>	<u>12,029</u>	<u>34,815</u>	<u>20,687</u>
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Reconciliation of funds:

Total funds brought forward	29,494	3,722	33,216	12,529
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Total funds carried forward

	<u>52,280</u>	<u>15,751</u>	<u>68,031</u>	<u>33,216</u>
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