

DRAFT

LEAF Locally Encouraging All to Flourish (Charity Number 1194047)

Trustees Annual Report for the Financial Year Ended March 31 2025.

AIMS AND PURPOSES

LEAF is a Christian Charity that was established in April 2021 with the core mission of improving and supporting the wellbeing of the residents of Ledbury.

OBJECTIVES AND ACTIVITIES

LEAF aims to support people across all ages and has a number of workstreams with the following objectives and activities:

- Improve mental health and wellbeing through professional counselling, listening and guidance services at the GP surgery, and twelve -week emotional well- being courses (Kintsugi)
- Provide early intervention for children, young people, and families to prevent crisis situations and support educational outcomes, through alternative provision, mentoring and specialised support. Achieved by working at Ledbury and Eastnor Primary Schools offering counselling and mentoring, employing a family support worker and offering alternative provision, outside of the classroom, to pupils at Ledbury Primary School.
- Providing a twice weekly drop in for teenagers in Ledbury, offering them games, craft activities and food at St Katherine's Hall
- Reduce isolation and build community cohesion through accessible group activities (for example, weekly Knit and crochet group, and Christmas Day lunch for those who would be on their own)
- Provide financial wellbeing support to those facing hardship, by employing a debt coach one day per week in Ledbury under a Service Level Agreement with Christians Against Poverty (CAP) in Malvern.

ORGANISATIONAL STRUCTURE OF LEAF

The Charity is overseen by a Board of Trustees, Chaired by Peter Williamson. (The Trustees are listed at the end of the report, Page 7). The Trustees meet on a quarterly basis.

The Chief Executive is supported by a Project Team that meets Monthly. The team includes the administrative support to the charity, in addition to the leads for Finance, Funding and Processes, Spiritual Well-Being, Emotional Well-Being, Physical Well-being, Children's Services, Family Support, and Alternative Provision.

ACHIEVEMENTS IN 2024-25

Service Developments

There were some significant developments in LEAF in 2024-25. In April LEAF was awarded a Safer Communities Grant (funded by Herefordshire County Council and West Mercia Police and Crime Commissioner) to deliver Early intervention for Children and Young People. The project commenced on June 1 2024, with the total funding for the project of £78,717.84, with £60,276 received in 2024-25. The remaining £18,441 will be claimed by LEAF in 2025-26.

This enabled LEAF to employ a Youth Worker full time for one year, commencing July 1 2024. LEAF was also able to fund, one day per week, alternative provision for children in Ledbury Primary School, (from September 2024). The Family Worker also extended her hours and had more resources to support her work. The grant also funded 50% of the Chief Executive, for his therapeutic work in Counselling children and managing the project. This freed resources to employ two additional staff members, an administrative post (from November 2024) and a funding and processes manager (from August 2024).

On August 1 2024, LEAF took on a 50-year lease on St Katherine's Hall, Ledbury. LEAF now has offices on the upper floor in the building and from October 2024 began a Youth Drop-In two nights a week in school term time. The Hall is also rented to other users. Regular users include the Romanian Church and the Girl Guides.

Outcomes

Work with School Age Children and their Families

A tots group runs each week for parents and their children who are under school age. It is aimed at supporting those parents who the school and the family worker feel might benefit from additional input and support. Over the months since this has been running there has been a significant improvement in the children's development, particularly socially. It has also helped build relationships with parents who then may be offered further support.

Families can be supported on a 1 to 1 basis, being seen weekly or fortnightly, or whenever they are in need of emergency support. The demand for this service is currently at full capacity due to high demand, with the desire to provide a regular service sometimes compromised by the need to support family emergencies.

Two parenting courses were completed by Easter 2024, with the feedback from participants being very positive. Those on the course are asked to complete a questionnaire both before and after it is completed. Both courses were attended by parents of children with very complex needs or with difficult home situations. Questions range from:

How confident do you feel to meet the challenges of parenting a child with additional needs?

To

How well do you feel able to meet your child's emotional needs?

With scoring ranging from 'Not confident at all' – 1 to 'Very Confident' – 7.

The average uplift on both these questions was at least a 2- point increase, with average scores going from 3.75 to 5.87 on the first question and 3.75 to 5.75 on the second question. One Mum's feedback from the course "I was made to feel very comfortable and relaxed enough to express my feelings. It was all very helpful; mind blowing some of the stuff I have learned. I would recommend to other people."

The parenting course (and the follow- on support provided by LEAF) has been agreed as a Herefordshire Early Help acceptable parenting course.

9 families are currently being supported but with the need for more support high. LEAF is planning to expand this service in September 2025. Ledbury Primary School can see the value that this service is bringing to the school through improvements in children's behaviour and has agreed to jointly support this increase in the Family Worker's hours from September.

The work of the Alternative Provision lead is also reaping great praise and is having a life changing impact on a small group of children. The Head Teacher has written testimonials about the work and the changes it is producing. A parent has also written to the Head of School praising the improvement in the behaviour of her son. LEAF is exploring how to continue funding this work on a full-time basis, such is the impact it is having.

LEAF provides counselling and mentoring services at 2 Primary and 1 Secondary School. Each week support is given to a total of 21 children across the 3 schools. This is enabling improved outcomes for both children and families.

At Ledbury Primary School, Head Teacher Rachel Ussher says, "LEAF is doing amazing things here, literally life changing. We invest as much as we can in pastoral support, but we would never be able to afford what we get through LEAF."

Youth Work

LEAF is working to support young people in the town. Two drop-in sessions are held each week. Since the start of the Autumn term there have been 35 drop- in sessions at St Katherine's Hall. Attendances have increased over the weeks and by April 2025 there were 47 young people on the register, with half of them attending at least 3 times in the Spring Term. 8 boys have attended almost every session since the drop in started and it has therefore been possible to build up a better relationship with them. Most of the boys are 12 to 13 years of age, with the oldest being 15 years.

The sessions provide a space for the young people to hang out with their friends. They receive refreshments, the hot dogs being a favourite. The Ledbury Listening Survey, carried out over 12 months ago to find out what the Young People of Ledbury wanted, identified a need for food to be available locally in the evening and we have certainly seen how offering crumpets or sausages/bacon is welcomed.

Most important is the building of relationships with the young people. This takes time and consistency, and while behaviours vary over the weeks, there are some definite improvements in the young people's responses and engagement

Listening and Guidance

Over the year the Listening and Guidance Service saw 116 referrals from the GP practice. Clients were both male and female and their ages ranged from 18 to 93 years.

In March 2025 there was a waiting list of 28 people. Unfortunately, such is the demand for the service, that it was the third time in the 12-month period that LEAF had to temporarily close the waiting list to new referrals.

Listening and Guidance (L&G) continues to provide a life changing service. It uses a nationally recognized scale (Warwick and Edinburgh Wellbeing Score) and our average uplift over twelve months was 15 points, over 2.5 times the national average, (6 is a significant improvement)

Examples of this change include:

- a. Lady with past trauma who has improved after L&G with special work on trauma and her Wellbeing score has increased by 29 points
- b. Lady with worsening long-term anxiety: after 3 sessions has turned this around already reflected in an 18-point increase in Wellbeing score.

Approximately 10% of those using the Listening and Guidance Service are referred on to either a Kintsugi emotional well-being course or to LEAF one to one counselling.

Kintsugi Emotional Well-being courses

LEAF volunteers ran two 12-week courses last year, in the Spring and Autumn of 2024. The courses had 10 attendees on average.

Feedback from the courses is very positive. They include the following: -

- “Please keep this group going as it’s so supportive with everyone’s challenging issues and needs. It’s a life line to freedom.”
- “I didn't know what to expect but it proved to be a loving and kind group/place to go to discuss issues brought up by the topic of the week with the help and guidance of the leaders.”
- “Everyone should have the opportunity to attend a Kintsugi group because at some point we all feel broken.”

LEAF Adult Counselling Services

LEAF offers a donation based adult counselling service. It is offered free to those who cannot afford to pay. LEAF pays two counsellors, both accredited with BACP, to provide this service, as well as student counsellors on placement. There were a total of 279 client sessions over the last 12 months. At the end of December there were 11 people on the waiting list.

Feed-back from those benefitting is very encouraging. Below are some examples of what has been said:

- “It was such a life saver to have free counselling!”
- “I couldn’t believe the kindness in being offered counselling charitably when my challenges were stopping me from working and unable to pay.”

Children’s services

LEAF ran free monthly family activity days throughout last year. These took place in different locations, including the churches and the community hall. The summer fun days were enhanced by the purchase of a plancha grill which enabled LEAF volunteers to cook over 100 burgers and hot dogs at each event. The grill had been funded by Tesco through their blue counter scheme.

Physical Well- Being

This year's Christmas Day lunch for single people was a huge success with 46 meals being cooked. The knit and crochet group celebrated its second birthday and continues to provide friendship to people in the town.

The collaboration with LEAF befrienders and the Christians Against Poverty Debt Counsellor helped to release people from the burden of over £100,000-worth of debt in the last year.

FINANCE

Background

The accounts are prepared on a cash basis and therefore report receipts and payments in year. The previous year is shown as a comparator.

Before LEAF was founded, The Chief Executive had an ecumenical ministry in the town and was funded by individuals and the churches. Some of that funding has remained on the basis that it funds him personally and is therefore Restricted. Expenditure related to him is also shown as Restricted.

LEAF is funded on an ongoing basis by donations from the local churches and from individuals who live in Ledbury. It continues to rely on the support of grant funding, in addition to donations, to continue to pay the small group of staff it employs. It also has a pool of tireless volunteers to call upon. Since August 2024 receipts have included fees for hiring St Katherine's Hall and this helps to offset its running costs.

Level of reserves

The Trustees set the reserve level for the Charity between £30,000 and £40,000. At the year end March 31 2024, LEAF had £42,022.72 in the Current Account at the bank.

Introduction

The significant service developments are reflected in the large increase in both receipts and payments from the previous year. Total Receipts grew from £84,355 to £245,035 between 2023-24 and 2024-25. Total payments grew from £80,900 to £215,992 across the years.

At March 31 2025, LEAF had an in-year excess of receipts over payments of £29,042, resulting in a balance in the current account of £71,066.

In July 2024, LEAF was given a one- off donation of £60,000 to support any development of St Katherine's Hall. With the need to obtain listed building planning permission before any development could take place, a decision was made to deposit these funds in a CAF 12 Month Fixed Rate Saver Account with Shawbrook Bank, with a 4.3% rate of Interest.

LEAF's total assets on March 31 2025 were therefore £131,066.

Receipts

2024-25 saw a significant increase in receipts from £84,354 in 2023-24 to £245,035 in 2024-25. The largest increases came from Grants, Donations and Fees.

Grants

The Grants are itemised on Page 5 of the accounts. The largest grant is the Safer Community Grant which was awarded in April 2024, with the Project starting on June 1 2024. The Grant award totalled, £78,717.84, with £60,276 received in 2024-25. The remaining £18,441 will be claimed by LEAF in 2025-26.

The Household Support Fund of £11,000 was paid to St Andrews Church, Malvern, under a service level agreement, to provide a Christians Against Poverty (CAP) debt counsellor in Ledbury one day per week.

The Tesco funds were the outstanding funding from the previous year. Tesco withheld this sum from the total grant of £1,500 until they had received a formal report on the use of the grant.

The Section 106 funding is being used to provide under floor heating in St Katherine's Hall. The only money utilised in 2024-25 was £300 for Listed Building planning advice. The remaining £3,275 will be used in 2025-26. This is an initial payment of a larger grant.

Several other smaller grants were awarded in March 2025 by Herefordshire Council, including those for £740 and £500. Both of these grants will be used in 2025-26, as will the £1,000 from the Local MP, which has been awarded to put a roof on the outdoor classroom built by the children and the Alternative Provision Lead at Ledbury Primary School.

Donations

Restricted Donations were higher in 2024-25 as Ledbury Baptist Church increased its donation to £25,000. The donation was made in November 2024 and was £15,000 above the level anticipated in the budgets in April 20024.

Unrestricted donations include Gift Aid claimed from HMRC, for the previous three years, totalling £11,672. It was claimed near the end of the Financial Year with the intention of it being available for the 2025-26 budget.

Payments

In Page 3 of the Accounts unrestricted payments are analysed by programme area. Those with the biggest change from 2023-24 are the areas where there was new grant funding in 2024-25.

Restricted Payments are analysed in Page 4 of the accounts. It should be noted that the Chief Executive was committing 50 per cent of his time to therapeutic work, counselling children in the local Primary Schools.

Looking Forward to 2025-26

LEAF is in a strong position to further develop its services, particularly working with Ledbury Primary School where its work is highly valued and helping to change lives. From a Financial position the balances at the bank mean that services can continue while grant applications are considered.

It is hoped that St Katherine's Hall can become a focus for local services, with partnerships being built with other well-being providers. A bid has been made to Herefordshire Council for capital funding from the Community Spaces Capital Grant.

Charity Address:

21 Biddulph Way, Ledbury. HR8 2HP

List of Trustees:

Peter Williamson (Chair)

Rev Phil Warrey

Geoff Rutherford

Rev Joe Simons

Rev Keith Hilton Turvey

Chris Hopkins

Janet Hopkins

Kate Mason

Tim Keyes

LEAF (LOCALLY ENCOURAGING ALL TO FLOURISH)
 RECEIPT AND PAYMENT ACCOUNT FOR THE YEAR ENDED MARCH 31 2025

	2024-25			2023-24		
	Restricted	Other	Total	Restricted	Other	Total
	£	£	£	£	£	£
RECEIPTS						
Grants	10,000	90,407		10,000	21,815	
Collections		1,486			564	
Donations	27,590	101,288		12,600	32,649	
Interest		129			114	
Fees St Katherine's Hall		10,942			867	
Other*		3,194			5,745	
TOTAL	<u>37,590</u>	<u>207,445</u>	<u>245,035</u>	<u>22,600</u>	<u>61,755</u>	<u>84,355</u>

*Ledbury Primary School's contribution to the salary of the Family Worker.

PAYMENTS

Payments	47,930	108,062	155,992	41,839	39,060	
Invstment in savings a/c		60,000	60,000			
TOTAL	<u>47,930</u>	<u>168,062</u>	<u>215,992</u>	<u>41,839</u>	<u>39,060</u>	<u>80,900</u>

EXCESS OF RECEIPTS OVER PAYMENTS

- 10,340	<u>39,383</u>	<u>29,043</u>	- 19,239	<u>22,695</u>	<u>3,455</u>
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FUNDS AT THE BEGINNING OF THE YEAR 42,023
 FUNDS IN CAF BANK AT MARCH 31 2025 71,066

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LEAF (LOCALLY ENCOURAGING ALL TO FLOURISH)
STATEMENT OF ASSETS AND LIABILITIES
MARCH 31 2025

	£
ASSETS	
Restricted Funds	
Unrestricted Funds	<u>131,066</u>
MADE UP OF	
CAF current a/c	71,066
Shawbrook savings a/c	60,000
TOTAL	<u>131,066</u>

LEAF (LOCALLY ENCOURAGING ALL TO FLOURISH)
STATEMENT OF ASSETS AND LIABILITIES
MARCH 31 2024

	£
ASSETS	
Restricted Funds	-
Unrestricted Funds	<u>42,023</u>
MADE UP OF	
CAF current a/c	42,023
Shawbrook savings a/c	
TOTAL	<u>42,023</u>

LEAF (LOCALLY ENCOURAGING ALL TO FLOURISH)
ANALYSIS OF GENERAL PAYMENTS

	2024-2025
	£
Emotional Well Being<	10,470
Spiritual Well Being>	16,576
Physical Well Being	46
Children	2,874
CAP	11,734
Family Support	10,114
Youth Work	21,469
Alternative Provision	3,880
St Katherine's Hall	13,122
Other	17,776
TOTAL	<u>108,062</u> *

<Includes Kintsugi expenses and one to one counselling

>Listening and Guidance Service (GP Chaplaincy)

* Includes £58,747 in Gross wages including, tax, NI and pensions

LEAF (LOCALLY ENCOURAGING ALL TO FLOURISH)
ANALYSIS OF GENERAL PAYMENTS

	2023-2024
	£
Emotional Well Being<	10,266
Spiritual Well Being>	10,186
Physical Well Being	812
Children	1,450
CAP	10,582
Family Support	3,448
Youth Work	
Alternative Provision	
St Katherine's Hall	
Other	2,315
TOTAL	<u>39,060</u>

ANALYSIS OF RESTRICTED EXPENDITURE		
	2024-25	2023-24
	£	£
Wages "	45,017	39,516
Admin Expenses^	1,201	1,290
Expenses as therapist*	1,399	891
Other	313	143
TOTAL	<u>47,930</u>	<u>41,839</u>

" Gross, including tax and pension contributions

^Includes mileage and telecomms

*Includes supervision, training, insurance and professional fees

It should be noted that 50% of these costs are for counselling services, the other 50% of time as CEO.

ANALYSIS OF GRANTS

2024-25

£

Restricted

Hereford Diocese	10,000
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Unrestricted

Safer Communities Grant, Herefordshire Co Council	60,277
Ledbury Town Council, 3 year grant, (Year 3)	10,440
Ledbury Town Council Youth Listening Survey	500
Herefordshire Council Household Support Fund*	11,000
Tesco Blue Counter^	375
Herefordshire Community Fund - Warm Spaces!	740
Herefordshire Talk Community WOW!	500
Ellie Chowns, constituency fund!	1,000
Herefordshire Talk Community Training	2,000
S106 Capital funding for St Katherines Hall floor\$	3,575

TOTAL	<u>90,407</u>
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*The Household Support Fund awarded to support a debt counsellor

^The Tesco funds were the outstanding funding from the previous year grant which totalled £1,500

!Funds received in March 2025 to be spent in 2025-26

\$Only £300 used in year remaining to be spent in 2025-26



Section A

Independent Examiner's Report

Report to the trustees/
members of

LEAF (LOCALLY ENCOURAGING ALL TO FLOURISH)

On accounts for the year
ended

31ST MARCH 2025

Charity no
(if any)

1194047.

Set out on pages

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2025.

Responsibilities and
basis of report

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

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

Independent
examiner's statement

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

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

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

Signed:

Michelle Leversidge

Date:

3-7-2025

Name:

MICHELLE LEVERSIDGE

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

ASSOCIATION OF ACCOUNTING TECHNICIANS

Address:

MAILS COTTAGE,
VICTORIA ROAD
LEDBURY HR8 2DD