



Mentor Foundation C.I.O.

**POWER UP**

Colemeadow Road  
North Moons Moat  
Redditch  
Worcestershire. B98 9PB

## **Trustees Annual Report. April 2024**

Charity Name: POWER UP Mentor Foundation

Registered Office: 5 Colemeadow Road, Redditch, Worcestershire; B98 9PB

Charity Registration Number: 1200077

### **1.0 Objectives & Activities**

The Power Up Mentor Foundation is dedicated to providing invaluable mentorship to young individuals aged 12 to 18 years. Our core initiative revolves around providing professional and qualified mentors with ILM status from the business and commerce community. These mentors offer guidance, support, and expertise to students in various schools and colleges aiming to nurture their skills and realise their potential. The scheme has and will remain completely mentee centric for the local communities, which is a core value of the trustees, its behaviours and activities. This shall be achieved by offering one-to-one mentoring sessions within the recognised protocols of safeguarding, wellbeing and DBS procedures. The CIO shall operate in England and Wales. Nothing in this constitution shall authorise an application of the property of the CIO for the purposes which are not charitable in accordance with section 7 of the Charities and Trustee Investment (Scotland) Act 2005 and section 2 of the Charities Act (Northern Ireland) 2008.

### **2.0 Achievements & Performance**

The interactions between our mentors and mentees have resulted in incredibly positive outcomes. Through our programs, students have experienced increased confidence, better academic performance, and a clearer understanding of their career paths. Many have also developed essential life skills that will benefit them beyond their academic years. Since our inception, we've experienced substantial growth. Initially starting with three mentors and six students in a single school, we're proud that we've expanded to over 85 mentors across 13 schools. This growth has allowed us to facilitate over 650 interactions between mentors and pupils, fostering a positive environment for personal and academic development.



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Funds were secured through various streams during the period. The initial funds were made by the North Worcestershire Economic and Development Group and the Worcestershire Local Enterprise Partnership in recognition of the activities in the county with the schools and colleges, as a major part of the Gatsby Regulations and part of the skills and employment strategy in the county. Applications were made with various funding streams to help initiate the growth plan but as yet has not been realised. Company and individual donations were made and will be a major part of the expansion plans to remain self-sufficient, self-funding rather than rely on charity streams for funds and encourage local business to improve the employer engagements programmes and remain mentee and community centric and at the same time realise the value of helping the younger generation.

The trustees realise that the success of the CIO and achieving its objectives will be to behave and conduct itself as a business. Whilst it is a not for profit organisation, the trustees and its partners conduct itself accordingly. Spending and costs are under control and tight budget processes and procedures are in place.

There is a full business flow and activity process that is in line with ISO procedures and will be audited each year to ensure a continuous Improvement philosophy is maintained as we expand and grow it is viewed to be critical.

During the period the trustees launched a website and engaged with social media platforms in an attempt to promote the activity, successes and help to entice new mentors and companies. A video was also made involving testimonials from some mentees, which was very well received. All this activity has proved to be very successful and is opening positive discussions with more mentors from all types of organisations and equally important, more companies. Equally several schools, colleges and other youth community organisations have made contact to deploy the scheme.

Our training partner provides a qualified mentor plan which is fully endorsed by the ILM (Institute of Leadership & Management) which is a unique provision comparing it to other schemes in UK. This will provide an official management certificate for the mentors and it is also available for the mentees to obtain such a qualification, which is also recognised by the ILM. The costs of all the training are paid for by the Power Up Foundation.

There is now a need for a part time administration role to help with the growth activities, namely processing the DBS status for mentors, arranging the training, allocation of mentors to youth organisations, management of the website and social media and general upkeep of the trading, this is the main reason for the additional funds being required.



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### **2.1 The Future Plans**

The scheme has proved to be a great success and it is fully understood by the trustees that there is a need to expand based purely on the number of people and organisations that wish to get involved. At the moment it is mainly within the county of Worcestershire but is expected that within the next twelve months this will change both with different geographical locations but also outside schools and colleges, community hubs and youth clubs.

The trustees therefore realise more efforts are to be deployed in raising funds to ensure the growth is achieved and standards remain high and in accordance with the objectives, desires and aspirations of the board. Whilst it is known that there have been positive outcomes, more measurable KPI's and testimonials will be produced as actual performance data that can be qualified.

This will be a major activity during the next trading period and it is believed will help raise awareness and indeed donations and involvement from various types of organisations throughout the UK. In the future short term, efforts will be made to secure funding through various schemes, such as lottery, UK prosperity etc in order to secure the foundations in the organisation to expand. It is the intention however that private sector donations will be a major source of funding given the potential positive impact on companies, their involvement with the communities and the development of a potential new workforce.

### **3.0 Finances**

Please see Appendix A.

### **4.0 Structure, Governance and Management**

There are six trustees from all kinds of backgrounds and experiences. It is chaired by the founder Simon Hyde; Vice Chair is Darren Houlcroft and Treasurer Julie Dyer. Formal letters of appointments were made as part of the protocol. In addition to the formal structure, Mr Rob Milford our training provider is retained as a key strategic partner and has signed a deed to reflect this.

Andrew Bradley of Bradley Haynes is retained as the Foundations legal advisors and ensures together with the trustees that all Charity Commission governance is followed and adhered to.

Mr Richard Horton, Chartered Accountant, is appointed as independent examiner on a voluntary basis in accordance with the Charity Commission.

The management of the foundation however is general down the board of trustees. Monthly meetings are held and action and minutes produced to ensure the overall foundations objectives and targets are met and exceeded.



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There is significant emphasis on the safeguarding and wellbeing of the mentee at all levels of the process. Initially the interview process is deployed to help 'screen' the mentors for their suitability and to ensure that mentors focus on the scheme being mentee centric. Once the interview process is complete the trustees organise the deployment of DBS (enhanced) certificate for the mentor. Full training is then provided, at the full cost of the charity which after 10 sessions will allow the ILM certification to be awarded.

During the mentoring sessions, signposts can be made for safeguarding which will be drawn to the attention of the school or college. It is also recognised that if the relationship is not positive or constructive then there is an exit process in place to protect all parties.

### **5.0 Names of Charity Trustees**

Simon Gretton Hyde  
Mark Anthony Ridings  
Juliette Angela Dyer  
Louise Laxton  
Darren Joseph Houlcroft  
Katrina Diane Kerr

Chair

Treasurer

Vice Chair

### **6.0 Funds held as Custodian trustees on behalf of others**

There are no funds held at current on behalf of others.

### **6.1 Additional Information**

Mr Robert Milford of Milford Research Limited is a key partner, providing all the mentor training under the supervision of the ILM (Institute of Leadership & Management).

### **7.0 Declarations**

All declarations have been made as part of the original submission of application to the charity commission.

A handwritten signature in blue ink, appearing to be "S.G. Hyde", written over a light blue grid background.

S.G.Hyde  
Founder, Trustee & Ambassador



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## Appendix A

|                        |                                                    |                                                  |                                      |              |
|------------------------|----------------------------------------------------|--------------------------------------------------|--------------------------------------|--------------|
|                        | <b>CHARITY COMMISSION</b><br>FOR ENGLAND AND WALES | Charity Name<br><b>PowerUp Mentor Foundation</b> | No (if any)<br><b>1200077</b>        | <b>CC16a</b> |
|                        |                                                    | <b>Receipts and payments accounts</b>            |                                      |              |
| For the period<br>from | Period start date<br><b>16/08/2022</b>             | To                                               | Period end date<br><b>31/08/2023</b> |              |

  

| Section A Receipts and payments                       |                    |                  |                  |                  |                  |
|-------------------------------------------------------|--------------------|------------------|------------------|------------------|------------------|
|                                                       | Unrestricted funds | Restricted funds | Endowment funds  | Total funds      | Last year        |
|                                                       | to the nearest £   | to the nearest £ | to the nearest £ | to the nearest £ | to the nearest £ |
| <b>A1 Receipts</b>                                    |                    |                  |                  |                  |                  |
| J Dyer                                                | 10                 | -                | -                | 10               | -                |
| Faun Zoeller                                          | 1,000              | -                | -                | 1,000            | -                |
| Faun Zoeller                                          | 2,400              | -                | -                | 2,400            | -                |
| J Dyer                                                | 250                | -                | -                | 250              | -                |
| Lasercomb Dies                                        | 1,000              | -                | -                | 1,000            | -                |
| Wire Forest District Council                          | 17,848             | -                | -                | 17,848           | -                |
| Worcestershire County Council                         | 2,500              | -                | -                | 2,500            | -                |
| Worcestershire County Council                         | 9,999              | -                | -                | 9,999            | -                |
| James Attrell                                         | 500                | -                | -                | 500              | -                |
| AR)                                                   | 35,507             | -                | -                | 35,507           | -                |
| <b>A2 Asset and investment sales, (see table).</b>    |                    |                  |                  |                  |                  |
|                                                       | -                  | -                | -                | -                | -                |
| Sub total                                             | -                  | -                | -                | -                | -                |
| Total receipts                                        | 35,507             | -                | -                | 35,507           | -                |
| <b>A3 Payments</b>                                    |                    |                  |                  |                  |                  |
| Bank Charges                                          | 5                  | -                | -                | 5                | -                |
| Milford Research                                      | 1,610              | -                | -                | 1,610            | -                |
| Fundraising Regulator                                 | 50                 | -                | -                | 50               | -                |
| Bank Charges                                          | 5                  | -                | -                | 5                | -                |
| Stephen Alexander                                     | 300                | -                | -                | 300              | -                |
| Faun Zoeller                                          | 9,999              | -                | -                | 9,999            | -                |
| Bank Charges                                          | 5                  | -                | -                | 5                | -                |
| Bank Charges                                          | 5                  | -                | -                | 5                | -                |
| Milford Research                                      | 3,990              | -                | -                | 3,990            | -                |
| Bank Charges                                          | 5                  | -                | -                | 5                | -                |
| Bank Charges                                          | 5                  | -                | -                | 5                | -                |
| Deer Park Hall & Business Centre                      | 4,320              | -                | -                | 4,320            | -                |
| Bank Charges                                          | 5                  | -                | -                | 5                | -                |
| Sub total                                             | 20,304             | -                | -                | 20,304           | -                |
| <b>A4 Asset and investment purchases, (see table)</b> |                    |                  |                  |                  |                  |
|                                                       | -                  | -                | -                | -                | -                |
| Sub total                                             | -                  | -                | -                | -                | -                |
| Total payments                                        | 20,304             | -                | -                | 20,304           | -                |
| Net of receipts/(payments)                            | 15,203             | -                | -                | 15,203           | -                |
| A5 Transfers between funds                            | -                  | -                | -                | -                | -                |
| A6 Cash funds last year end                           | -                  | -                | -                | -                | -                |
| Cash funds this year end                              | 15,203             | -                | -                | 15,203           | -                |



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## Section B Statement of assets and liabilities at the end of the period

| Categories                                                     | Details                                                | Unrestricted funds<br>to nearest £ | Restricted funds<br>to nearest £ | Endowment funds<br>to nearest £ |
|----------------------------------------------------------------|--------------------------------------------------------|------------------------------------|----------------------------------|---------------------------------|
| B1 Cash funds                                                  | HSBC                                                   | 15,203                             | -                                | -                               |
|                                                                |                                                        | -                                  | -                                | -                               |
|                                                                |                                                        | -                                  | -                                | -                               |
|                                                                | <b>Total cash funds</b>                                | <b>15,203</b>                      | <b>-</b>                         | <b>-</b>                        |
|                                                                | (agree balances with receipts and payments account(s)) | OK                                 | OK                               | OK                              |
|                                                                |                                                        | Unrestricted<br>to nearest £       | Restricted<br>to nearest £       | Endowment funds<br>to nearest £ |
| B2 Other monetary assets                                       | Details                                                | -                                  | -                                | -                               |
|                                                                |                                                        | -                                  | -                                | -                               |
|                                                                |                                                        | -                                  | -                                | -                               |
|                                                                |                                                        | -                                  | -                                | -                               |
|                                                                |                                                        | -                                  | -                                | -                               |
|                                                                |                                                        | -                                  | -                                | -                               |
| B3 Investment assets                                           | Details                                                | Fund to which<br>asset belongs     | Cost (optional)                  | Current value (optional)        |
|                                                                |                                                        | -                                  | -                                | -                               |
|                                                                |                                                        | -                                  | -                                | -                               |
|                                                                |                                                        | -                                  | -                                | -                               |
|                                                                |                                                        | -                                  | -                                | -                               |
| B4 Assets retained for the<br>charity's own use                | Details                                                | Fund to which<br>asset belongs     | Cost (optional)                  | Current value (optional)        |
|                                                                |                                                        | -                                  | -                                | -                               |
|                                                                |                                                        | -                                  | -                                | -                               |
|                                                                |                                                        | -                                  | -                                | -                               |
|                                                                |                                                        | -                                  | -                                | -                               |
|                                                                |                                                        | -                                  | -                                | -                               |
|                                                                |                                                        | -                                  | -                                | -                               |
|                                                                |                                                        | -                                  | -                                | -                               |
| B5 Liabilities                                                 | Details                                                | Fund to which<br>liability relates | Amount due<br>(optional)         | When due (optional)             |
|                                                                | Faun Zoeller - Outstanding Invoices                    | PUMF                               | 10,461                           | 31 December 2023                |
|                                                                |                                                        |                                    | -                                |                                 |
|                                                                |                                                        |                                    | -                                |                                 |
|                                                                |                                                        |                                    | -                                |                                 |
| Signed by one or two trustees on<br>behalf of all the trustees |                                                        | Signature                          | Print Name                       | Date of approval                |
|                                                                |                                                        |                                    |                                  |                                 |
|                                                                |                                                        |                                    |                                  |                                 |



CHARITY COMMISSION  
FOR ENGLAND AND WALES

Charity Name  
PowerUp Mentor Foundation

No (if any)  
1200077

CC16a

## Receipts and payments accounts

For the period  
from

Period start date  
16/08/2022

To

Period end date  
31/08/2023

### Section A Receipts and payments

|                                                       | Unrestricted funds<br>to the nearest £ | Restricted funds<br>to the nearest £ | Endowment funds<br>to the nearest £ | Total funds<br>to the nearest £ | Last year<br>to the nearest £ |
|-------------------------------------------------------|----------------------------------------|--------------------------------------|-------------------------------------|---------------------------------|-------------------------------|
| <b>A1 Receipts</b>                                    |                                        |                                      |                                     |                                 |                               |
| J Dyer                                                | 10                                     | -                                    | -                                   | 10                              | -                             |
| Faun Zoeller                                          | 1,000                                  | -                                    | -                                   | 1,000                           | -                             |
| Faun Zoeller                                          | 2,400                                  | -                                    | -                                   | 2,400                           | -                             |
| J Dyer                                                | 250                                    | -                                    | -                                   | 250                             | -                             |
| Lasercomb Dies                                        | 1,000                                  | -                                    | -                                   | 1,000                           | -                             |
| Wire Forest District Council                          | 17,848                                 | -                                    | -                                   | 17,848                          | -                             |
| Worcestershire County Council                         | 2,500                                  | -                                    | -                                   | 2,500                           | -                             |
| Worcestershire County Council                         | 9,999                                  | -                                    | -                                   | 9,999                           | -                             |
| James Attrell                                         | 500                                    | -                                    | -                                   | 500                             | -                             |
| AR)                                                   | 35,507                                 | -                                    | -                                   | 35,507                          | -                             |
| <b>A2 Asset and investment sales, (see table).</b>    |                                        |                                      |                                     |                                 |                               |
|                                                       | -                                      | -                                    | -                                   | -                               | -                             |
|                                                       | -                                      | -                                    | -                                   | -                               | -                             |
| Sub total                                             | -                                      | -                                    | -                                   | -                               | -                             |
| Total receipts                                        | 35,507                                 | -                                    | -                                   | 35,507                          | -                             |
| <b>A3 Payments</b>                                    |                                        |                                      |                                     |                                 |                               |
| Bank Charges                                          | 5                                      | -                                    | -                                   | 5                               | -                             |
| Milford Research                                      | 1,610                                  | -                                    | -                                   | 1,610                           | -                             |
| Fundraising Regulator                                 | 50                                     | -                                    | -                                   | 50                              | -                             |
| Bank Charges                                          | 5                                      | -                                    | -                                   | 5                               | -                             |
| Stephen Alexander                                     | 300                                    | -                                    | -                                   | 300                             | -                             |
| Faun Zoeller                                          | 9,999                                  | -                                    | -                                   | 9,999                           | -                             |
| Bank Charges                                          | 5                                      | -                                    | -                                   | 5                               | -                             |
| Bank Charges                                          | 5                                      | -                                    | -                                   | 5                               | -                             |
| Milford Research                                      | 3,990                                  | -                                    | -                                   | 3,990                           | -                             |
| Bank Charges                                          | 5                                      | -                                    | -                                   | 5                               | -                             |
| Bank Charges                                          | 5                                      | -                                    | -                                   | 5                               | -                             |
| Deer Park Hall & Business Centre                      | 4,320                                  | -                                    | -                                   | 4,320                           | -                             |
| Bank Charges                                          | 5                                      | -                                    | -                                   | 5                               | -                             |
| Sub total                                             | 20,304                                 | -                                    | -                                   | 20,304                          | -                             |
| <b>A4 Asset and investment purchases, (see table)</b> |                                        |                                      |                                     |                                 |                               |
|                                                       | -                                      | -                                    | -                                   | -                               | -                             |
|                                                       | -                                      | -                                    | -                                   | -                               | -                             |
| Sub total                                             | -                                      | -                                    | -                                   | -                               | -                             |
| Total payments                                        | 20,304                                 | -                                    | -                                   | 20,304                          | -                             |
| Net of receipts/(payments)                            | 15,203                                 | -                                    | -                                   | 15,203                          | -                             |
| A5 Transfers between funds                            | -                                      | -                                    | -                                   | -                               | -                             |
| A6 Cash funds last year end                           | -                                      | -                                    | -                                   | -                               | -                             |
| Cash funds this year end                              | 15,203                                 | -                                    | -                                   | 15,203                          | -                             |

## Section B Statement of assets and liabilities at the end of the period

| Categories                                                  | Details                                                | Unrestricted funds<br>to nearest £ | Restricted funds<br>to nearest £    | Endowment funds<br>to nearest £ |
|-------------------------------------------------------------|--------------------------------------------------------|------------------------------------|-------------------------------------|---------------------------------|
| <b>B1 Cash funds</b>                                        | HSBC                                                   | 15,203                             | -                                   | -                               |
|                                                             |                                                        | -                                  | -                                   | -                               |
|                                                             |                                                        | -                                  | -                                   | -                               |
|                                                             | <b>Total cash funds</b>                                | 15,203                             | -                                   | -                               |
|                                                             | (agree balances with receipts and payments account(s)) | OK                                 | OK                                  | OK                              |
|                                                             | <b>Unrestricted to nearest £</b>                       | <b>Restricted to nearest £</b>     | <b>Endowment funds to nearest £</b> |                                 |
| <b>B2 Other monetary assets</b>                             |                                                        | -                                  | -                                   | -                               |
|                                                             |                                                        | -                                  | -                                   | -                               |
|                                                             |                                                        | -                                  | -                                   | -                               |
|                                                             |                                                        | -                                  | -                                   | -                               |
|                                                             |                                                        | -                                  | -                                   | -                               |
|                                                             |                                                        | -                                  | -                                   | -                               |
| <b>B3 Investment assets</b>                                 |                                                        | Fund to which asset belongs        | Cost (optional)                     | Current value (optional)        |
|                                                             |                                                        |                                    | -                                   | -                               |
|                                                             |                                                        |                                    | -                                   | -                               |
|                                                             |                                                        |                                    | -                                   | -                               |
|                                                             |                                                        |                                    | -                                   | -                               |
| <b>B4 Assets retained for the charity's own use</b>         |                                                        | Fund to which asset belongs        | Cost (optional)                     | Current value (optional)        |
|                                                             |                                                        |                                    | -                                   | -                               |
|                                                             |                                                        |                                    | -                                   | -                               |
|                                                             |                                                        |                                    | -                                   | -                               |
|                                                             |                                                        |                                    | -                                   | -                               |
|                                                             |                                                        |                                    | -                                   | -                               |
|                                                             |                                                        |                                    | -                                   | -                               |
|                                                             |                                                        |                                    | -                                   | -                               |
| <b>B5 Liabilities</b>                                       |                                                        | Fund to which liability relates    | Amount due (optional)               | When due (optional)             |
|                                                             | Faun Zoeller - Outstanding Invoices                    | PUMF                               | 10,461                              | 31 December 2023                |
|                                                             |                                                        |                                    | -                                   |                                 |
|                                                             |                                                        |                                    | -                                   |                                 |
|                                                             |                                                        |                                    | -                                   |                                 |
| Signed by one or two trustees on behalf of all the trustees | Signature                                              | Print Name                         | Date of approval                    |                                 |
|                                                             |                                                        |                                    |                                     |                                 |
|                                                             |                                                        |                                    |                                     |                                 |



**Section A**

**Independent Examiner's Report**

**Report to the trustees/  
members of**

POWER UP Mentor Foundation

**On accounts for the year  
ended**

31/08/2023

**Charity no  
(if any)**

1200077

**Set out on pages**

Appendix A

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/08/2023.

**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 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.

**Signed:**

**Date:**

24/06/2024

**Name:**

Richard Horton

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

Chartered Accountant  
Member of ICAS (The Institute of Chartered Accountants of Scotland)

**Address:**

53 Meadowcroft

Hagley

DY9 0LJ

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.