



Mentor Foundation C.I.O.

POWER UP

Colemeadow Road
North Moons Moat
Redditch
Worcestershire. B98 9PB

Trustees Annual Report.

June 2025

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

During the period expansion was experienced in the sense that additional schools were being involved and we had more qualified mentors. Data was gathered in terms of number of sessions but was inconsistent and no performance measures were being taken by the trustees to change. In summary it is best described as the pains of growth. Such growth however was celebrated and recognised through social media posts, website and an event held at the Headquarters which highlighted the benefits and outputs but at the same time provided some exposure to expand. New methodologies and techniques were shared amongst the team and deployed with the mentee sessions. They proved to be very useful and will be considered as part of the training and development of mentors for the very near future.

Funding remains to be a concern as Worcestershire County Council are restricted in allocations. A separate team was set up to secure funds as well as ongoing donations from individual and company sponsors. Applications



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were made to the National Lottery and other schemes during the period. The funds are to be deployed for the ongoing administration and the mentor training programme, which is currently funded by the charity. In addition, capital and operation funds will be required for a new CRM system in the next operating period.

2.1 The Future Plans

Although expansion is the key activity, the trustees recognise that the quality of the mentor process remains a key objective and that the scheme is "Mentee Centric." The trustees will develop a comprehensive business plan that includes sales, marketing, delivery and metrics, while clearly defining our priorities and boundaries with realistic time frames. There is also to be a real focus on the importance of teacher recognition and school engagement and extending geographical boundaries to Birmingham and Hereford.

3.0 Structure, Governance and Management

As part of the "Pains of Growth" and expansion plans, it was decided that new people with different skills, talents and experience were to be added to the board. In addition, a more defined structure with duties and responsibilities were to be included and allocated to individuals. Mark Ridings chose to retire from work and at the same time resigned as a Trustee. Expressions of sincere thanks and recognition were made to Mr Ridings for the hard work and commitment in establishing the scheme. Mr Rob Milford, Mr Nigel Pugh and Mr Fin Heath were appointed during the period. The constitution was reviewed and remained unchanged, operating in all age groups in England and Wales.

4.0 Names of Charity Trustees

1. Finance & Treasurer – Julie Angela Dyer
2. Funding – Finlay Thomas Heath
2. Sales & Chair – Simon Gretton Hyde
3. Communications, Marketing & PR – Katrina Diane Kerr
4. IT, CRM & Systems – Nigel Darren Pugh
5. Operations – Darren Joseph Houlcroft
6. Process, Procedures & Governance – Robert Milford

5.0 Funds held as Custodian trustees on behalf of others

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



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5.1 Additional Information

During the period, the Chair and Founder of the scheme chose to retire as the CEO at FAUN Zoeller (UK) Ltd. The facility at Redditch will remain the location for the training and donations to continue. The registered office however is to change and The Board of Trustees will decide and advise accordingly to the necessary bodies and organisations.

6.0 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", with a long horizontal stroke extending to the right.

S.G.Hyde
Founder, Trustee & Ambassador



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Appendix A



Charity Name PowerUp Mentor Foundation		No (if any) 1200077	
Receipts and payments accounts			
For the period from	Period start date 01/09/2023	To	Period end date 31/08/2024

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Section A Receipts and payments

Date	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Christopher Gee	01/09/2023	409		409	-
Worcestershire CC	15/12/2023	1,200		1,200	-
Houlcroft	21/12/2023	250		250	-
Alex Richards Chase	02/01/2024	100		100	-
Ashtree Consultancy	06/03/2024	200		200	-
Wyre Forest District Council	22/03/2024	12,000		12,000	-
J Dyer	28/03/2024	250		250	-
Top Service Limited	28/04/2024	250		250	-
AT&T	12/06/2024	6,110		6,110	-
SJP	15/06/2024	2,500		2,500	-
Faun-Zoeller	31/08/2024	10,461		10,461	-
				-	
Sub total (Gross income for AR)		33,721	-	33,721	-
A2 Asset and investment sales, (see table).					
		-	-	-	-
		-	-	-	-
Sub total		-	-	-	-
Total receipts		33,721	-	33,721	-
A3 Payments					
Bank Charges	29/09/2023	5	-	5	-
Miford Research	12/10/2023	1,710	-	1,710	-
Bank Charges	21/10/2023	5	-	5	-
Miford Research	06/11/2023	1,368	-	1,368	-
Bank Charges	20/11/2023	5	-	5	-
Bank Charges	21/12/2023	5	-	5	-
Bank Charges	20/01/2024	5	-	5	-
Miford Research	07/02/2024	1,152	-	1,152	-
Bank Charges	29/02/2024	5	-	5	-
Miford Research	07/03/2024	864	-	864	-
Bank Charges	21/03/2024	5	-	5	-
Miford Research	08/04/2024	1,651	-	1,651	-
Fundraising Regulator	08/04/2024	50	-	50	-
Bank Charges	20/04/2024	5	-	5	-
Miford Research	07/05/2024	1,483	-	1,483	-
Bank Charges	21/05/2024	5	-	5	-
C Robertson - Admin Support	06/06/2024	780	-	780	-
Bank Charges	20/06/2024	5	-	5	-
Miford Research	09/07/2024	1,987	-	1,987	-
Bank Charges	21/07/2024	5	-	5	-
Charges on AT&T Donation	12/08/2024	6	-	6	-
Bank Charges	20/08/2024	5	-	5	-
C Robertson - Admin Support	21/08/2024	1,434	-	1,434	-
Faun-Zoeller - Outstanding Invoices	31/08/2024	10,461	-	10,461	-
		-	-	-	-
Sub total		23,004	-	23,004	-
A4 Asset and investment purchases, (see table)					
		-	-	-	-
		-	-	-	-
Sub total		-	-	-	-
Total payments		23,004	-	23,004	-
Net of receipts/(payments)		10,717	-	10,717	-
A5 Transfers between funds		-	-	-	-
A6 Cash funds last year end		15,203	-	15,203	-
Cash funds this year end		25,920	-	25,920	-



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

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	HSBC	25,920	-	-
		-	-	-
		-	-	-
	Total cash funds	25,920	-	-
	(agree balances with receipts and payments account(s))	OK	OK	OK

	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	SIMON G HYDE	30/06/2025
	JULIE A DYER	30/06/2025



Section A

Independent Examiner's Report

Report to the trustees/ members of	POWER UP Mentor Foundation		
On accounts for the year ended	31/08/2024	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 31/08/2024.

**Responsibilities and
basis of report**

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

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed 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:

07/07/2025

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.