

# JUBILEE LEADERSHIP

England & Wales · Charity number 1202382

## Details

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**Status** Registered

**Legal form** CIO

**Registered** 2023-03-17

**Register** [View on the Charity Commission register](#)

## Contact

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**Address** Waterfield House  
Newton Road  
Bishopsteignton  
Teignmouth  
TQ14 9PP

**Phone** 07796950865

**Email** [pjgraypj@icloud.com](mailto:pjgraypj@icloud.com)

**Website** [www.jubileeleadership.co.uk](http://www.jubileeleadership.co.uk)

## Activities

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**Objects:** THE OBJECT OF THE CIO IS, FOR THE PUBLIC BENEFIT, THE ADVANCEMENT OF THE CHRISTIAN FAITH, IN PARTICULAR BUT NOT EXCLUSIVELY, BY PROVIDING GRANTS, RESOURCES AND TRAINING TO ORGANISATIONS AND INDIVIDUALS IN ORDER TO BUILD CAPACITY AMONG CHRISTIAN LEADERS, CHURCHES OR MISSIONS TO EQUIP AND ENABLE THEM TO CARRY OUT DISCIPLESHIP, EVANGELISM AND MISSIONARY WORK AND DELIVER CHARITABLE PROJECTS IN COMMUNITIES.

**Activities:** Jubilee Leadership supports Leaders of Churches, Christian Organisations, Charities and the partners of these organisations by providing training, resources, coaching and pastoral support for church leaders, their families and teams. Jubilee Leadership will facilitate change management and group dynamics in these settings. J

## Classification

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- **How:** Provides Advocacy/advice/information
- **What:** Religious Activities
- **Who:** Other Charities Or Voluntary Bodies, The General Public/mankind

## Geography

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- Ireland
- Northern Ireland
- Scotland
- Throughout England

## Finances

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Period end	Income	Expenditure	Assets	Employees
2024-12-31	£23,716	£30,760	-	-
2023-12-31	£40,443	£19,327	-	-

## Trustees

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Name	Role	Appointed
<b>Peter James Gray</b>	Chair	2022-05-23
Dawn Brown		2022-05-23
Graham Paul BROWN		2022-05-23
Philip James Papps		2022-05-23
Shirley Anne Papps		2022-05-23

**JUBILEE LEADERSHIP**

England & Wales - Charity number 1202382

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# Accounts

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## Trustees' Annual Report for the period

From 1/1/24 Period start date

To 31/12/24 Period end date

Charity name: Jubilee Leadership

Charity registration number: 1202382

## Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	The object of the CIO is, for the public benefit, the advancement of the Christian faith, in particular but not exclusively, by providing grants, resources and training to organisations and individuals in order to build capacity among Christian leaders, churches or missions to equip and enable them to carry out discipleship, evangelism and missionary work and deliver charitable projects in communities.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	<p>The main activities undertaken in 2024 were:</p> <ul style="list-style-type: none"><li>- Providing individual mentoring to leaders in churches and charities</li><li>- Working as a consultant with church and charity leadership teams</li><li>- Speaking, teaching and training at events across the country</li><li>- Leading retreats</li><li>- Undertaking research and developing new resources for use with churches and leaders, in particular shaping materials around the theme of 'healthy leadership cultures'</li><li>- Contributing to prayer events with supporters of Jubilee Leadership</li><li>- Providing free resources via the website</li><li>- Networking and promotional activities</li></ul> <p>Looking ahead, Jubilee Leadership will focus on increasing its impact, through looking to enable our Director to go to four days a week and increasing the number of individual leaders and teams he works with.</p>

Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	In agreeing the priorities and programme of Jubilee Leadership, trustees have paid due regard to the Public Benefit guidance issued by the Charity Commission, in particular the specific guidance on charities and the advancement of religion.
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### Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	
Policy on social investment including program related investment	Para 1.38	
Contribution made by volunteers	Para 1.38	
Other		

### Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	<p>Jubilee leadership was founded with the purpose of 'Encouraging the church by enabling its leaders to thrive'. During the reporting period, the charity made encouraging advances in order to fulfil this purpose:</p> <ul style="list-style-type: none"> <li>- Individual coaching and mentoring appointments: 92</li> <li>- Number of Churches worked with: 7</li> <li>- Number of Charities worked with: 7</li> <li>- Number of people at events: 2,640 (approximately)</li> <li>- Number of taught and facilitated events:73</li> <li>- Geographical areas worked in: Bristol, Portsmouth, Ashburnham (East Sussex) Crediton, Brixham, Kingsbridge, Bangor, Belfast, Carrickfergus, County Wicklow (Eire).</li> </ul>

		<ul style="list-style-type: none"> <li>- Number of residential retreat guests: 4 guests staying a total of 17 nights</li> </ul> <p>In order to provide the best outcomes for our beneficiaries, our Director successfully completed 30 hours training in Transforming Conversations for coaching with 3D coaching. In addition, feedback was actively sought and used to adapt and refine our services.</p>
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**Additional information (optional)**

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	
Performance of fundraising activities against objectives set	Para 1.41	
Investment performance against objectives	Para 1.41	
Other		

## Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	The financial position of the charity at the end at 31 <sup>st</sup> December 2024 is that there are total funds of £14,702. Expenditure was greater than income this year due to a planned increase in the number of days worked by our Director (1 day a week at the start of 2023 to 3 days a week at the end of 2024) and the cost of providing accredited coaching training for our Director.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	The Trustees have considered the level of reserves they wish to retain, appropriate to the charity's needs. At the end of 2024 that level was 2 months running costs, based on the director working 3 days a week. The Trustees aim to ensure Jubilee Leadership will be able to continue to fulfil its charitable objectives even if there is a temporary shortfall in income or unexpected expenditure. The Trustees will endeavour not to set aside funds unnecessarily.
Amount of reserves held	Para 1.22	£4,800
Reasons for holding zero reserves	Para 1.22	Not applicable
Details of fund materially in deficit	Para 1.24	None
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	Not applicable

### Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	
Investment policy and objectives including any social investment policy adopted	Para 1.46	
A description of the principal risks facing the charity	Para 1.46	
Other		

## Structure, Governance and Management

Description of charity's trusts:		
Type of governing document ( <a href="#">trust deed</a> , <a href="#">royal charter</a> )	Para 1.25	Trust Deed
How is the charity constituted? (e.g <a href="#">unincorporated association</a> , CIO)	Para 1.25	Charitable Incorporated Organisation (whose only voting members are its Charity Trustees)
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	Trustees must be appointed by a resolution passed at a properly convened meeting of the Charity Trustees. On appointment of new Charity Trustees, the other Charity Trustees shall determine the rotation in which any additional Charity Trustees are to retire. In selecting individuals for appointment as Charity Trustees, the Charity Trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO. All Charity Trustees must subscribe and adhere to, in belief and lifestyle, the Statement of Faith.

### Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	
The charity's organisational structure and any wider network with which the charity works	Para 1.51	
Relationship with any related parties	Para 1.51	
Other		

### Reference and Administrative details

Charity name	Jubilee Leadership
Other name the charity uses	
Registered charity number	1202382

Charity's principal address	Waterfield House Newton Road Bishopsteignton Teignmouth TQ14 9PP

**Names of the charity trustees who manage the charity**

	<b>Trustee name</b>	<b>Office (if any)</b>	<b>Dates acted if not for whole year</b>	<b>Name of person (or body) entitled to appoint trustee (if any)</b>
1	Peter Gray	Chair		
2	Dawn Brown			
3	Graham Brown			
4	Shirley Papps			
5	Philip Papps			
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**Corporate trustees – names of the directors at the date the report was approved**

<b>Director name</b>		

**Name of trustees holding title to property belonging to the charity**

<b>Trustee name</b>	<b>Dates acted if not for whole year</b>	

## Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	

### Additional information (optional)

#### Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
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#### Name of chief executive or names of senior staff members (Optional information)

Andrew Hickford
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## Exemptions from disclosure

Reason for non-disclosure of key personnel details

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## Other optional information

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## Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

<b>Signature(s)</b>		
<b>Full name(s)</b>	Peter James Gray	Philip James Papps
<b>Position (eg Secretary, Chair, etc)</b>	Chair	Trustee
<b>Date</b>	6/10/25	

Jubilee Leadership

Charity Number 1202382

Receipts and Payments

Year 1st January - 31st December 2024



	2023 General Fund	2024 General Fund
<b>RECEIPTS</b>		
Generated income	£2,359	£7,516
Donations	£35,593	£13,840
Gift Aid	£2,458	£1,823
Interest	£34	£287
Other Income		£250
<b>TOTAL RECEIPTS</b>	<b>£40,443</b>	<b>£23,716</b>
<b>PAYMENTS</b>		
Employment Costs	£16,500	£25,987
Insurance	£166	£235
Expenses (travel, general, national)	£887	£1,651
Legal expenses	£0	£25
Subscriptions and Software costs	£484	£771
Website costs	£1,014	£213
Printing postage and stationery	£0	£365
Resources	£0	£20
Staff training	£0	£1,488
Bank charges	£276	£0
Hospitality	£0	£5
<b>TOTAL PAYMENTS</b>	<b>£19,327</b>	<b>£30,760</b>
<b>NET RECEIPTS / (PAYMENTS)</b>	<b>£21,116</b>	<b>(£7,044)</b>
<b>CASH FUNDS AT 31.12.24</b>		
Community Account	£1,906	£2,360
Savings Account	£19,534	£12,330
<b>TOTAL CASH FUNDS</b>	<b>£21,440</b>	<b>£14,690</b>
<b>BANK ACCOUNT</b>		
Co-operative Bank plc		
Community Account Number		
67294419		
At 31.12.24	£1,906	£2,360
Savings Account Number 67294422		
At 31.12.24	£19,534	£12,330
<b>TOTAL BANK ACCOUNT FUNDS</b>	<b>£21,440</b>	<b>£14,690</b>

Jubilee Leadership  
Charity Number 1202382  
Receipts and Payments  
Year 1st January - 31st December 2024



## Independent Examiner's Report

I report to the trustees on my examination of the accounts of Jubilee Leadership ("the Trust") for the year ended 31st December 2024.

### Respective Responsibilities of Trustees and Examiner

As the charity trustees of Jubilee Leadership, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act"). The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 and that an Independent Examination is needed.

### Responsibilities and Basis of Report

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 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: 

Print name: Stephen Francis

Date: 27th September 2025

Address: Flat 2 Albany Court, 12 Lewes Road, Eastbourne, BN21 2BT

Jubilee Leadership

Charity Number 1202382  
Balance Sheet

# Jubilee Leadership

	31/12/2023	31/12/2024
<b>CURRENT ASSETS</b>		
Bank accounts	£21,440	£14,690
Accounts receivable	£29	£0
	<hr/>	<hr/>
	£21,469	£14,690
<b>CURRENT LIABILITIES</b>		
NIC / PAYE payable	£353	£618
	<hr/>	<hr/>
	£353	£618
<b><u>ASSETS less CURRENT LIABILITIES</u></b>	<hr/>	<hr/>
	£21,116	£14,072
<b>FUNDS OF THE CHARITY</b>		
Retained earnings	£0	£21,116
Current year earnings / (deficit)	£21,116	(£7,044)
	<hr/>	<hr/>
<b><u>TOTAL FUNDS (Retained earnings)</u></b>	£21,116	£14,072

**JUBILEE LEADERSHIP**

England & Wales - Charity number 1202382

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# Accounts

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## Trustees' Annual Report for the period

From 17/3/23 Period start date To 31/12/23 Period end date

Charity name: Jubilee Leadership

Charity registration number: 1202382

## Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	The object of the CIO is, for the public benefit, the advancement of the Christian faith, in particular but not exclusively, by providing grants, resources and training to organisations and individuals in order to build capacity among Christian leaders, churches or missions to equip and enable them to carry out discipleship, evangelism and missionary work and deliver charitable projects in communities.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	<p>2023 was our launch year as a charity. Years of research, planning, recruiting and prayer finally came together as Jubilee Leadership formally gained charitable status.</p> <p>Jubilee Leadership exists to encourage the church by enabling its leaders to thrive. We therefore developed our vision as follows:</p> <p><b>Our vision is for thriving leaders, healthy teams and flourishing churches.</b></p> <p>Activities.</p> <ul style="list-style-type: none"> <li>• We spent a lot of the year making people aware that we now exist and the kind of things we can offer for Christian leaders and their teams.</li> <li>• Our director, Andy Hickford, took public speaking opportunities to publicize the work around the UK, encouraging leaders and churches to build their capacity in order to advance the Christian faith</li> <li>• Andy began to coach/mentor individual church leaders</li> <li>• Andy began work as a consultant for churches, tailoring each piece of work to the specific needs of the church in its local context</li> </ul>

		<ul style="list-style-type: none"> <li>We produced some freely available resource from our website.</li> </ul> <p>2023 was a solid foundational year for Jubilee Leadership and we look forward to building on it in the future.</p>
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	In agreeing the priorities and programme of Jubilee Leadership, trustees have paid due regard to the Public Benefit guidance issued by the Charity Commission, in particular the specific guidance on charities and the advancement of religion.

### Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	
Policy on social investment including program related investment	Para 1.38	
Contribution made by volunteers	Para 1.38	
Other		

### Achievements and Performance

	SORP reference	

<p>Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.</p>	<p>Para 1.20</p>	<p>There were a number of important 'behind the scenes' achievements for the charity in our inaugural year.</p> <ul style="list-style-type: none"> <li>• We recruited an experienced and respected Council of Reference</li> <li>• We agreed significant and meaningful values which shape the culture and work of the trust</li> <li>• We launched our website (jubileeleadership.co.uk)</li> <li>• We raised funds.</li> <li>• We appointed our Director Andy Hickford, initially employing him a day a week and then increasing that to two days a week.</li> <li>• We began to gather and communicate regularly with an increasing number of supporters.</li> <li>• We had a very successful Trustees weekend where we grew as a team and received invaluable advice from one of our Council of Reference.</li> </ul> <p>As a result, Jubilee Leadership has been able to</p> <ul style="list-style-type: none"> <li>• input into the ministry of individual church leaders (through mentoring and coaching)</li> <li>• help develop and shape church leadership teams (through leadership team development days and weekends)</li> <li>• equip and enable whole churches (through 'church weekends' events)</li> <li>• provide encouragement and inspiration to all who visit our website or who are on our contacts list via videos made with Christian leaders who are interviewed by Andy Hickford. In addition, Andy has produced a blog accessible via the website which contains reflections and teaching which is freely available.</li> <li>• span a number of different Christian denominations as well as regions of the UK.</li> </ul> <p>Feedback from Christian leaders and church leadership teams has been positive and encouraging, with future work booked and referrals made to others by those who have benefited from Jubilee Leadership in 2023.</p>
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**Additional information (optional)**

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	
Performance of fundraising activities against objectives set	Para 1.41	
Investment performance against objectives	Para 1.41	
Other		

## Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	The financial position of the charity at the end of 2023 is positive as income was greater than expenditure by £21,116 thereby enabling reserves to be held.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	The Trustees have considered the level of reserves they wish to retain, appropriate to the charity's needs. At the end of 2023 that level was 2 months running costs, based on the director working 2 days a week. The Trustees aim to ensure Jubilee Leadership will be able to continue to fulfil its charitable objectives even if there is a temporary shortfall in income or unexpected expenditure. The Trustees will endeavour not to set aside funds unnecessarily.
Amount of reserves held	Para 1.22	£4,500
Reasons for holding zero reserves	Para 1.22	Not applicable
Details of fund materially in deficit	Para 1.24	None
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	Not applicable

### Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	
Investment policy and objectives including any social investment policy adopted	Para 1.46	
A description of the principal risks facing the charity	Para 1.46	
Other		

## Structure, Governance and Management

Description of charity's trusts:		
Type of governing document ( <a href="#">trust deed</a> , <a href="#">royal charter</a> )	Para 1.25	Trust Deed
How is the charity constituted? (e.g <a href="#">unincorporated association</a> , CIO)	Para 1.25	Charitable Incorporated Organisation (whose only voting members are its Charity Trustees)
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	Trustees must be appointed by a resolution passed at a properly convened meeting of the Charity Trustees. On appointment of new Charity Trustees, the other Charity Trustees shall determine the rotation in which any additional Charity Trustees are to retire. In selecting individuals for appointment as Charity Trustees, the Charity Trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO. All Charity Trustees must subscribe and adhere to, in belief and lifestyle, the Statement of Faith.

### Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	
The charity's organisational structure and any wider network with which the charity works	Para 1.51	
Relationship with any related parties	Para 1.51	
Other		

### Reference and Administrative details

Charity name	Jubilee Leadership
Other name the charity uses	
Registered charity number	1202382

Charity's principal address	Waterfield House Newton Road Bishopsteignton Teignmouth TQ14 9PP

**Names of the charity trustees who manage the charity**

	<b>Trustee name</b>	<b>Office (if any)</b>	<b>Dates acted if not for whole year</b>	<b>Name of person (or body) entitled to appoint trustee (if any)</b>
1	Peter Gray	Chair		
2	Dawn Brown			
3	Graham Brown			
4	Shirley Papps	Treasurer		
5	Philip Papps			
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**Corporate trustees – names of the directors at the date the report was approved**

<b>Director name</b>		

**Name of trustees holding title to property belonging to the charity**

<b>Trustee name</b>	<b>Dates acted if not for whole year</b>	

## Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	

### Additional information (optional)

#### Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
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#### Name of chief executive or names of senior staff members (Optional information)

Andrew Hickford
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## Exemptions from disclosure

Reason for non-disclosure of key personnel details

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## Other optional information

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## Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

<b>Signature(s)</b>	<i>Pete Gray</i>	<i>Phil Papps</i>
<b>Full name(s)</b>	Peter Gray	Philip Papps
<b>Position (eg Secretary, Chair, etc)</b>	Chair	Trustee
<b>Date</b>	21/10/24	

**2023**  
**General Fund**

**RECEIPTS**

Income	£2,359
Donations	£35,593
Gift Aid	£2,458
Interest	£34
<b>TOTAL RECEIPTS</b>	<b>£40,443</b>

**PAYMENTS**

Employment Costs	£16,500
Insurance	£166
Expenses (Travel and general)	£887
Subscriptions and Software	£484
Website Costs	£1,014
Bank Charges	£276
<b>TOTAL PAYMENTS</b>	<b>£19,327</b>

**NET RECEIPTS/(PAYMENTS)** £21,116

**CASH FUNDS AT 31.12.23**

Community Account	£1,906
Savings Account	£19,534
<b>TOTAL CASH FUNDS</b>	<b>£21,440</b>

**BANK ACCOUNT**

Co-operative Bank plc	
Community Account Number 67294419	
At 31.12.23	£1,906
Savings Account Number 67294422	
At 31.12.23	£19,534
<b>TOTAL BANK ACCOUNT FUNDS</b>	<b>£21,440</b>

## Independent Examiner's Report

I report to the trustees on my examination of the accounts of Jubilee Leadership ("the Trust") for the year ended 31st December 2023.

### Respective Responsibilities of Trustees and Examiner

As the charity trustees of Jubilee Leadership, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act"). The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 and that an Independent Examination is needed.

### Responsibilities and Basis of Report

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 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:



Print name:

STEPHEN FRANCIS

Date:

20/10/2024

Address:

2/12 LEWES ROAD, BN21 2BT