

Annual Report and accounts

2024 - 2025

J O I N
| t h e
D O T S

**Equipping
faith
organisations
and their
teams to
become
trauma
informed**

charity number 1202665,
operating as a CIO

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Message from the chief executive

As I reflect on 2025, I am struck by the momentum we have gained and the depth of the work we were invited to create and deliver. Partnerships were made and significant growth took place within Join the Dots itself. This year we supported communities and organisations navigating the realities of trauma, including delivering a bespoke exploratory workshop for a church following a major tragedy. This involved inviting highly experienced specialist guest facilitators with whom we may partner again. We delivered workshops at national Anglican conferences, exhibited at Pentecostal and multi-denominational events. Another highlight was developing and delivering a new three-part online training for school chaplains and creating the content for a self-care journal in partnership with another charity. Alongside this, a year-long consultancy with Transforming Lives for Good (TLG) charity allowed us to walk closely with their organisation as they embedded trauma-informed practice, culminating in training for their whole staff team.

2025 was also a year of learning what it takes to sustain this work. As demand for our training grew, we recognised the importance of strengthening our foundations: investing in additional trainers, widening our volunteer base, recruiting specialist support for communications, and seeking professional advice on HR processes. All this helped us move towards greater sustainability and resilience for the future. We were able to prepare for the growth and development of infrastructure experienced this year thanks to a generous donation from a corporate partner at the end of 23/24.

We also took time to reflect on our governance, welcoming a new trustee and committing to broader trustee recruitment in the future. These steps are shaping how we move forward, enabling Join the Dots to continue to offer trauma-informed support, that is creative, rooted in care, from a Christian perspective – for the people we equip and for those that they serve.

We look forward to training more organisations in the coming year and providing accessible, monthly webinars on a range of topics. We are excited about fulfilling our vision to see faith organisations become places of integrity and genuine, well informed support, where every person feels safe, valued, and accompanied on their faith journey.



Our impact



trained 300+
participants

from



delivered high
quality content

"A very engaging and informative
overview of trauma and
attachment. I certainly feel more
equipped to implement trauma
informed strategies in both my
work and church environments.
Thank you so much."



4 in-person
workshops



2 conference
workshops

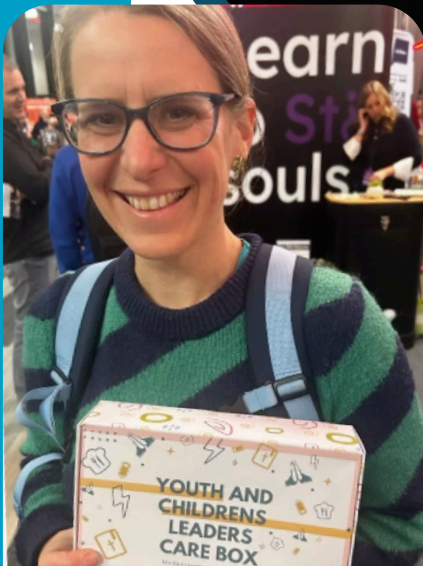
launched resource & accompanying videos



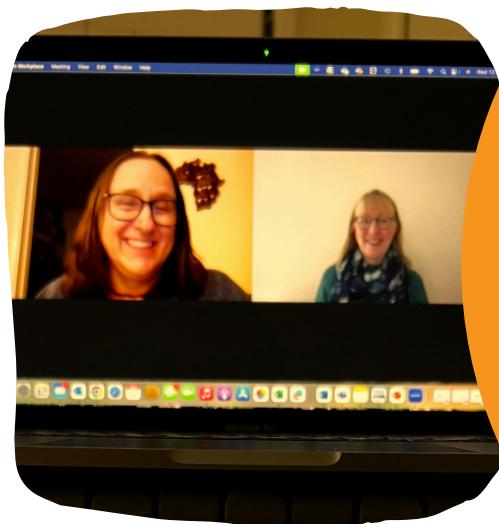
exhibited at **4** conferences & events

120

care boxes given to childrens & youth workers with church of Ireland Youth Dept. & Missional generation



launched trauma-informed schools chaplaincy training



“The training was fantastic - the best training I’ve ever attended for Chaplains. I was quickly able to implement some of the learning”

Trustees report and financial statements

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees:

Ruth Stephens
Laura Ryder
Lindsay Hassall (resigned 24/02/2025)
Gioele Serio (resigned 24/05/2024)
Helen Barker

Charity registered number:

1202665

Registered Office:

3 Lane Close
Broadbridge Heath
Horsham
RH12 3UF

Accountant:

G Schulz & Company Ltd
Chartered Management Accountants
G Schulz FCMA CGMA
3 Lane Close
Broadbridge Heath
Horsham
RH12 3UF

Bankers:

The Co-operative Bank
1 Balloon Street
Manchester
M4 4BE

Trustees report and financial statements

TRUSTEES' REPORT

The Trustees present their annual report together with the financial statements of the charity for the year 1 April 2024 to 31 March 2025.

Structure, governance and management

Join the Dots is a registered Charitable Incorporated Organisation (CIO), constitution dated 11 April 2023.

Recruitment and appointment of Trustees

The first trustees were selected by the founder and CEO. Since founding, two trustees have stepped down due to pressure of other commitments, but it is the Charity's intention to add at least two trustees this coming year who will be recruited through word of mouth within partner faith networks followed by nomination.

New trustees receive an induction covering the charity's mission, policies, and responsibilities under charity law.

Organisational structure

The Board of Trustees meets quarterly to oversee strategy, finances, and compliance. Day-to-day operations are managed by our part-time volunteer, director/trustee and a free-lance marketing assistant, both with input from the trustees where necessary.

Objectives

The object of the charity is to relieve sickness and preserve mental health principally (but not exclusively) for persons suffering the effects of trauma, crisis or family breakdown, in particular (but without limitation) by training with a Christian ethos, to churches and other faith-based organisations and other agencies or charities, to enable them to offer more effective support services for survivors of trauma, crisis and family breakdown.

Join the Dots does this by:

- Equipping faith leaders and pastoral workers to respond effectively to trauma.
- Encouraging trauma-informed practices within churches and faith organisations.

The practical outworking of this is by:

- Providing by training and resources about trauma and recovery.
- Providing consultancy to faith organisations in which the Charity facilitates recognition of the widespread impact of trauma and explore practical ways they can respond to trauma

Public benefit

The Trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

The charity's work benefits the public by increasing understanding of trauma and enabling faith communities to offer safer, more compassionate responses to those affected.

Trustees report and financial statements

TRUSTEES' REPORT

Risk assessment

The trustees have reviewed the major risks to which the charity is exposed, particularly regarding safeguarding, data protection, and financial sustainability.

Mitigation steps include:

- Annual safeguarding and GDPR reviews.
- Financial controls and dual signatories on payments.
- Ongoing evaluation of programme quality and relevance.

Safeguarding statement

The charity maintains a safeguarding policy and ensures that all trainers, freelance assistants and volunteers complete appropriate background checks and training. All safeguarding concerns are managed in line with best practice and statutory guidance.

Achievement and performance

The charity continues to fulfil its objectives and has gained momentum over the year, becoming known throughout the UK. For the coming year bookings are coming in and a series of monthly webinars on trauma related topics are planned.

Main activities during the year

- Delivered seven online training sessions and workshops to churches and faith-based organisations with 96 participants in total.
- Delivered four in person, whole day workshops.
- Delivered workshops at two conferences.
- Produced the content for a reflective self-care wellbeing journal and accompanying videos. These were produced in partnership with other charities: Missional Generation and CIYD. These resources are now available on our website.
- Provided organisational consultations and resources for a partner organisation: TLG including a full day training for their whole staff team.
- There have been regular, quarterly board meetings.
- During the 2024-5 year the charity has developed relationships with individuals who are very keen to see our objectives fulfilled. This has meant that our volunteer base has grown in preparation to exhibit at festivals and conferences.
- Early in 2025 the charity took on a part time freelance marketing assistant who coordinates advertising for events and assists with all communication with prospective clients.
- The charity also took on a freelance social media specialist to increase our presence online.

Trustees report and financial statements

TRUSTEES' REPORT

Highlights for the year

- Trained over 300 participants from over 50 churches and organisations.
- Launched a new resource, Self-care for Youth Workers with accompanying videos.
- Launched a 3-part trauma informed chaplains training for school chaplains.
- Expanded network to include two more volunteers who assist at festivals and promotional events.
- Received positive feedback from many participants.

Testimonials

"The training was fantastic - the best training I've ever attended for Chaplains. The facilitators understood chaplaincy!!! It was on the level I needed for my context and my job. I was quickly able to implement and use some of the learning. THANK YOU SO MUCH". School Chaplain

"An excellent training day that was skilfully facilitated by Ruth. Clear and informative and will change my thinking and practice". Staff member TLG

Plans for the future

- Secure grant funding to develop online trauma training modules for remote access.
- Expand partnerships with other churches and faith organisations
- Secure grant funding to support CPD accreditation of Join the Dots' workshops
- Continue evaluation and improvement of training materials

Financial review

Income for the year amounted to £8,801 (2024 - £16,761) and expenditure £13,832 (2024 - £5,158). The deficit of £5,031 was added to fund brought forward, with the year-end unrestricted fund balance being £6,572.

Reserves Policy

The trustees aim to maintain reserves sufficient to cover at least three months of core operating costs, estimated at £3,300.

Going concern

After making appropriate enquiries, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason they continue to adopt the going concern basis in preparing the financial statements.

Trustees report and financial statements

TRUSTEES' REPORT

Trustees' responsibilities statement

The Trustees are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles of the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report was approved by the Trustees on 10 November 2025 and signed on their behalf by:



.....
Ruth Stephens
Trustee

Trustees report and financial statements

Independent Examiner's Report for the Year Ended 31 March 2025

Independent examiner's report to the Trustees of Join The Dots

I report to the charity Trustees on my examination of the accounts of the charity for the year to 31 March 2025 set out on pages 7 to 14.

Responsibilities and basis of report

As the charity's Trustees, 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 all 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 give me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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



G W Schulz FCMA CGMA

10 November 2025

G Schulz & Company Ltd
Chartered Management Accountants
3 Lane Close
Broadbridge Heath
Horsham
RH12 3UF

Trustees report and financial statements

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 March 2025

	Note	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
INCOMING RESOURCES					
Donations and legacies	2	400	-	400	12,625
Charitable activities	3	8,401	-	8,401	4,136
TOTAL INCOMING RESOURCES		8,801	-	8,801	16,761
RESOURCES EXPENDED					
Charitable activities	4	13,832	-	13,832	5,158
TOTAL RESOURCES EXPENDED		13,832	-	13,832	5,158
NET INCOME/(EXPENDITURE) BEFORE TRANSFERS AND GAINS		(5,031)	-	(5,031)	11,603
Transfers between funds		-	-	-	-
NET MOVEMENT IN FUNDS FOR THE YEAR		(5,031)	-	(5,031)	11,603
<i>Total funds brought forward</i>		<i>11,603</i>	<i>-</i>	<i>11,603</i>	<i>-</i>
TOTAL FUNDS CARRIED FORWARD	8	6,572	-	6,572	11,603

Trustees report and financial statements

BALANCE SHEET AS AT 31 March 2025

	Note	£	2025 £	£	2024 £
CURRENT ASSETS					
Debtors	6	82		3,695	
Cash at bank and in hand		8,553		8,882	
		8,635		12,577	
CREDITORS: amounts falling due within one year	7	(2,063)		(974)	
NET CURRENT ASSETS/(LIABILITIES)			6,572		11,603
NET ASSETS			6,572		11,603
CHARITY FUNDS					
Restricted funds	9	-		-	
Unrestricted funds	9	6,572		11,603	
TOTAL FUNDS			6,572		11,603

The financial statements were approved by the Trustees on 10 November 2025 and signed on their behalf, by:



.....
Ruth Stephens
Trustee

Trustees report and financial statements

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 March 2025

1. ACCOUNTING POLICIES

Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

Join The Dots constitutes a public benefit entity as defined by FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount incurred net of any trade discounts due.

Cash at Bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Trustees report and financial statements

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 March 2025

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors, or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

2. INCOME FROM DONATIONS AND LEGACIES

	Unrestricted £	Restricted £	2025 £	2024 £
Donations and gifts	400	-	400	12,543
Gift aid	-	-	-	82
	<u>400</u>	<u>-</u>	<u>400</u>	<u>12,625</u>

3. CHARITABLE ACTIVITIES

	Unrestricted £	Restricted £	2025 £	2024 £
Consultancy	2,400	-	2,400	150
Workshop and training	4,899	-	4,899	3,628
Expenses recharged	986	-	986	358
Resource sales	116	-	116	-
	<u>8,401</u>	<u>-</u>	<u>8,401</u>	<u>4,136</u>

Trustees report and financial statements

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 March 2025

4. COSTS OF CHARITABLE ACTIVITIES

	Unrestricted	Restricted	2025	2024
	£	£	£	£
Advertising and marketing	1,514	-	1,514	904
Marketing freelance	3,378	-	3,378	819
Consultancy freelance	4,030	-	4,030	375
Website	582	-	582	193
Insurance	1,275	-	1,275	945
Software, postage, stationery	592	-	592	321
Training	215	-	215	57
Subscriptions	186	-	186	-
Travel and subsistence	1,078	-	1,078	-
Volunteer expenses	-	-	-	106
Bank charges	4	-	4	-
Professional and legal fees	678	-	678	500
Sundry expenses	-	-	-	56
Independent examination	300	-	300	882
	<u>13,832</u>	<u>-</u>	<u>13,832</u>	<u>5,158</u>

5. TRUSTEE EXPENSES

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

During the year, one trustee received £1,355 for consultancy fees (2024 - £375).

During the year, no Trustees received reimbursement of expenses other than those incurred on behalf of the charity (2024 - NIL).

6. DEBTORS

	2025	2024
	£	£
Trade debtors	82	1,944
Prepayments	-	1,751
	<u>82</u>	<u>3,695</u>

7. CREDITORS

	2025	2024
	£	£
Trade creditors	1,698	974
Accruals and deferred income	365	-
	<u>2,063</u>	<u>974</u>

Trustees report and financial statements

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 March 2025

8. STATEMENT OF FUNDS

Current year	Brought forward £	Incoming resources £	Resources expended £	Transfers in/out £	Carried forward £
Unrestricted funds:					
General funds	11,603	8,801	(13,832)	-	6,572
Restricted funds:					
	-	-	-	-	-
	-	-	-	-	-
	11,603	8,801	(13,832)	-	6,572
Prior year	Brought forward £	Incoming resources £	Resources expended £	Transfers in/out £	Carried forward £
Unrestricted funds:					
General funds	-	16,761	(5,158)	-	11,603
Restricted funds:					
	-	-	-	-	-
	-	-	-	-	-
	-	16,761	(5,158)	-	11,603

9. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Current year	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £
Current assets	8,635	-	8,635
Creditors due within one year	(2,063)	-	(2,063)
	6,572	-	6,572
Prior year	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Current assets	12,577	-	12,577
Creditors due within one year	(974)	-	(974)
	11,603	-	11,603



Join the Dots exists to enable local churches, youth ministries, schools' teams and charities who serve people in need, to be more accessible to those whose lives have been impacted by trauma.