

WK FOUNDATION

England & Wales · Charity number 1203798

Details

Status Registered

Legal form CIO

Registered 2023-06-29

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

Contact

Address Well Kneaded
414 Garratt Lane
London
SW18 4HW

Phone 02080517862

Email hello@wellkneadedfood.com

Activities

Objects: THE OBJECT OF THE CIO WHICH IS CARRIED OUT IN ACCORDANCE WITH ITS CHRISTIAN FOUNDATION AND BY ADOPTING SUSTAINABLE PRACTICES WHICH DEMONSTRATE ITS COMMITMENT TO THE ENVIRONMENT FOR CURRENT AND FUTURE GENERATIONS, IS TO ADVANCE IN LIFE AND RELIEVE THE NEEDS OF YOUNG PEOPLE BY PROVIDING PRACTICAL SUPPORT AND ACTIVITIES WHICH DEVELOP THEIR SKILLS, CAPACITIES AND CAPABILITIES TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS RESPONSIBLE INDIVIDUALS.

Activities: In order to fulfil its charitable purposes, the Charity provides training to young people from disadvantaged backgrounds with a view to enabling them to secure employment which may be with Well Kneaded (a social enterprise) or elsewhere. The Charity seeks to grow the skills of beneficiaries and increase their chances of long-term employment.

Classification

- **How:** Provides Services
- **What:** The Prevention Or Relief Of Poverty
- **Who:** Children/young People, The General Public/mankind

Geography

- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-06-30	£105,771	£91,402	-	-
2024-06-30	£40,572	£19,376	-	-

Trustees

Name	Role	Appointed
Anna Margaret Stephens	Chair	2023-03-30
Anthony Zechariah Chan		2024-09-17
Bryony Kathleen Lewis Mrs		2024-01-11
Victoria Akotha		2025-06-03

WK FOUNDATION

England & Wales - Charity number 1203798

Accounts

Charity Registration No. 1203798

Company Registration No. CE032834 (England and Wales)

WK FOUNDATION

Trustees' Report and Financial Statements

for the Year Ended 30 June 2025

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WELL KNEADED FOUNDATION

Reference and Administrative Details

Chairperson	A M Stephens
Trustees	A M Stephens B K Lewis A Z Chan V Akotha (appointed 3 June 2025)
Secretary	A Z Chan
Charity number	1203798
Company number	CE032834
Registered office	414 Garratt Lane Earlsfield London SW18 4HW

WELL KNEADED FOUNDATION

Trustees' Report

The Trustees present their annual report together with the financial statements of the charity for the year ended 30 June 2025.

Objectives and Activities

Objects and aims

The WK Foundation sole charitable object is:

- “To advance in life and relieve the needs of young people by providing practical support and activities which develop their skills, capacities and capabilities to enable them to participate in society as responsible individuals.”

This object is delivered through the NOURISH programme, a structured training initiative for young adults aged 17–29, particularly those aged 18–25, who face multiple barriers to employment. The programme aims to:

- Provide workplace training, mentorship, and employment readiness support, equipping participants with the skills and confidence to achieve sustained employment and personal growth;
- Foster a secure sense of identity and purpose, supporting holistic personal and professional development;
- Connect participants with external services, support networks, and community partners to build resilience and life skills;
- Support access to meaningful employment opportunities through the Foundation’s network of employer and community partners; and
- Promote sustainable practices throughout programme delivery, demonstrating commitment to environmental responsibility for current and future generations.

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’s public benefit guidance. The NOURISH programme provides direct social and economic benefit to marginalised young adults while supporting the wider community by strengthening the local workforce and promoting sustainable practices.

Use of volunteers

The charity is supported by a dedicated team of volunteers who assist in programme delivery, mentoring, and governance, alongside employees and directors of Well Kneaded Ltd. Volunteers are integral to the Foundation’s work, enabling more personalised support for trainees and extending the reach and impact of the NOURISH programme.

Achievements and Performance

Understanding the Need: Why Our Work Matters

Young adults entering the NOURISH programme continue to face significant and intersecting barriers that limit their ability to access and sustain employment. This year, 100% of trainees joined us as NEET, with the majority having been out of work, training, or education for extended periods. In fact, 75% had been looking for work for over two years, demonstrating the depth of disengagement and the lack of accessible pathways into stable employment.

Educational disadvantage remains one of the most consistent challenges among our cohorts. Three-quarters of trainees (75%) had fewer than three GCSEs, limiting their eligibility for entry-level roles and further training opportunities. This is often compounded by unstable living situations: 65% of trainees were living in supported accommodation, navigating housing insecurity alongside the pressures of beginning a training programme.

In addition, one in four (25%) were care-experienced, bringing with them the complexities associated with limited family support networks, increased exposure to trauma, and reduced access to consistent guidance during key transition points into adulthood. These vulnerabilities frequently overlap with mental health challenges, learning barriers, and social isolation, meaning that conventional training or employment programmes (without specialist, trauma-informed support) are rarely sufficient for long-term success.

This context shaped our priorities for the year. The achievements that follow reflect not only programme delivery, but the targeted, relational, and highly supported environment required to help young adults facing some of the most entrenched barriers in South London move towards stability, confidence, and sustained employment.

Our Impact This Year: Key Activities and Impact Delivered

Between 1 July 2024 and 30 June 2025, the WK Foundation focused on delivering and strengthening the first year of the NOURISH programme. During this period, our two pilot cohorts (Cohort 1 and Cohort 2) began their 15-month programmes, both progressing through Phase 1, the three-month training stage, and entering Phase 2, the 12-month employment and progression phase.

1. Programme Delivery and Trainee Progress

Cohort Participation and Progress

- Cohort 1 (Pilot cohort #1): began September 2024 with 6 trainees;
- Cohort 2 (Pilot cohort #2): began February 2025 with 8 trainees;
- Across both cohorts, 10 out of 14 trainees successfully completed Phase 1 and graduated into Phase 2;
- 80% of trainees achieved the Level 2 Health & Hygiene qualification and the Money Ready Level 1 financial literacy qualification;
- All graduates are currently being supported through monthly check-ins, mentoring, and employment-readiness sessions; and
- Employment outcomes remain under monitoring, with confirmed data expected as trainees progress through Phase 2, in the reporting period ending 30 June 2026. However, we can report that at the time of writing, 75% of phase 1 graduates are in employment and 100% Phase 2 graduates are engaging in employment and progression sessions.

Learning from the Pilot Year

The 2024-2025 delivery year served as a pilot stage for the NOURISH programme. The pilot identified several key lessons and informed adjustments for future cohorts:

- Greater employment support needed: following completion of Cohort 1, WK Foundation strengthened its employment support model ahead of Cohort 2, introducing earlier employer engagement, clearer job-matching pathways, and more intensive mentoring. This enhanced approach, implemented between Cohort 1 and Cohort 2, contributed significantly to the improved employment and training outcomes seen in Cohort 2;
- Gap in technical training addressed: compared with Cohort 1, Cohort 2 received enhanced hands-on food and hospitality training within Well Kneaded's operational environments, improving real-world F&B skills and workplace familiarity; and
- Need for structured support and clarity: feedback from trainees highlighted the value of structured routines, clear expectations, and more intensive coaching during early weeks; these have now been incorporated into revised programme protocols.

These lessons from the pilot year will guide curriculum refinement, support structures, and delivery approaches for future cohorts to increase effectiveness and trainee success.

2. Programme Development

Trauma-Informed and Safeguarding Training

To ensure safe, high-quality delivery for young adults facing multiple disadvantages:

- Staff completed Thrive London's Trauma-Informed Silver and Gold training, totalling approximately 8–9 hours; and
- Additional safeguarding training was delivered internally by a specialist, ensuring all staff were fully compliant with current best practice.

Mentoring Infrastructure

- A new mentoring scheme was launched this year, and 8 volunteer mentors were recruited and trained; and
- Phase 2 trainees are now paired with mentors for regular check-ins, problem-solving support, confidence-building, and accountability.

3. Community Engagement and Partnerships

Community Lunches and Outreach

During the year, community lunches became a key expression of our commitment to strengthening local relationships and offering meaningful practice opportunities for trainees. Each cohort ran two to three community lunches, offered free of charge or on a "pay what you can" basis. These events were designed and delivered by trainees, giving them real-world experience in service, hospitality, and teamwork. Of note:

- Marginalised and underrepresented community groups were intentionally invited to attend, helping build connections and reduce isolation; and
- These lunches increased the visibility of the NOURISH programme within the community while providing trainees with confidence-building, public-facing experience.

Pathways into Employment

The Foundation continued to develop strong partnerships with employers who can provide high-quality work experience and employment opportunities for trainees. This year we strengthened relationships with organisations including:

- Sutton Community Farm – offering hands-on experience in sustainable agriculture and farm-to-table processes;
- Paradise Cooperative – providing opportunities for trainees to engage in community-based food growing and environmental learning; and
- KERB+ – enabling exposure to street-food operations and connecting trainees with a broader network of hospitality employers.

These partnerships expand trainees’ practical experience and create clear pathways into long-term employment within the hospitality sector.

4. **In-Kind Support and Operational Stability**

A significant portion of programme delivery this year was supported through in-kind contributions, which enhanced financial efficiency and strengthened capacity:

- Well Kneaded Ltd (pizzeria) provided substantial operational and technical training support for Phase 1 trainees; and
- Well Kneaded Events contributed practical training opportunities and staff time.
- Sunday Mills (Folk Co-Living) delivered life-skills training sessions for trainees at no cost to the Foundation.

This in-kind support enabled the Foundation to deliver high-quality, multi-disciplinary training while keeping expenditure proportionate and focused on direct programme delivery.

5. **Summary of Trainee Outcomes to Date**

- 13 trainees enrolled during the pilot year;
- 77% course retention, with 10 trainees completing Phase 1;
- 80% of graduates achieved both the Level 2 Health & Hygiene qualification and the Money Management Level 1 certificate;
- 10 trainees are currently engaged in Phase 2, representing 100% of Phase 1 graduates;
- 8 graduates are now in employment, education, or training – 80% of all NOURISH graduates;
- 11 volunteer mentors recruited to support trainees;
- 6 community lunches delivered across the year;
- 5 new employment partners added to our network; and
- 5 new referral partners established through outreach.

Financial Review

Income for the year totalled £105,771, meeting the planned growth targets for the NOURISH programme. This level of income enabled the Foundation to plan and deliver two additional cohorts beyond the initial pilot, while also strengthening operational stability through investment in dedicated delivery staff and essential programme resources.

Expenditure for the year was £91,402, reflecting the continued expansion of the programme’s reach. Importantly, spending remained focused on mission delivery, with 74% of total expenditure allocated to direct programme costs, compared with 58% in the prior year — demonstrating improved efficiency and a stronger alignment between expenditure and charitable activities.

Although the charity has not yet reached its target of maintaining reserves equivalent to three months of operating costs, a net surplus of £14,369 contributed toward building this reserve.

Strengthening reserves remains a priority to support sustainable forward planning, ensure continuity of future cohort delivery, and provide a buffer to meet unexpected costs.

The Foundation's funds are held in interest bearing accounts with Unity bank.

Under the charity's governing document, the charity has the power to make any investments which the trustees see fit.

The trustees have assessed the major risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risk.

At the date of approving the report and accounts, there are no uncertainties about the charity's ability to continue as a going concern.

There are no funds or subsidiary undertakings that are materially in deficit.

Plans for Future Periods

1. Aims and Key Objectives

In the coming year, the Foundation plans to deliver its first full intake cycle, running two cohorts of 10 trainees, with an anticipated graduation rate of 7–8 trainees per cohort (c.75%). Key objectives include:

- Launching a full annual cycle of NOURISH delivery with consistent intake and structured progression;
- Consolidating the learning and foundations established through the pilot cohorts, refining Phase 1 and Phase 2 delivery;
- Continuing to grow the mentoring programme, expanding volunteer capacity to support increased cohort sizes;
- Strengthening and expanding referral partnerships to ensure a steady pipeline of trainees who meet programme criteria; and
- Deepening employment partnerships to ensure each graduate has a clear route into meaningful work in the hospitality and sustainable food sectors.

2. Sustained Impact and Employment Pathways

To support long-term outcomes for trainees, the Foundation will prioritise formalised and consistent employment pathways. Over the next period, we plan to:

- Identify and develop partnerships with employers who can offer longer-term and structured progression routes;
- Continue deepening collaboration with key community and referral partners, including SPEAR, Home Community Café, Achieving for Children, and Carney's Community;
- Explore opportunities with HMP Wandsworth to pilot a condensed version of the NOURISH programme as a potential pre-release training pathway;
- Enhance and expand community lunches, positioning them as both a valuable training opportunity and a platform for community engagement; and
- Continue strengthening Phase 2 support to ensure sustained contact with graduates, including coaching, mentoring, and job-readiness support.

3. *Organisational Growth and Sustainability*

To ensure the Foundation is equipped to scale the programme effectively and sustainably, we intend to:

- Continue developing internal systems, including data management, outcome tracking, and safeguarding processes, supported by the introduction of a CRM system;
- Grow the mentoring programme to meet the needs of larger cohorts, expanding volunteer recruitment and capacity;
- Pursue diversified income streams, including appropriate multi-year grants and partnership funding, to reduce reliance on single sources;
- Recruit an additional trustee to strengthen governance capacity as the organisation scales; and
- Build organisational resilience through improved infrastructure, clearer processes, and continued investment in staff development.

Structure, Governance, and Management

Nature of governing document

The Foundation is a Charitable Incorporated Organisation governed by a constitution adopted on 29 June 2023.

Organisational structure

The trustees who served during the year up to the date of signature of the financial statements are included on page 2.

Trustees are appointed by the board of trustees and announced at the AGM. No external body or any other person is entitled to appoint a trustee.

No governance and management details are exempt from disclosure.

Statement of Directors' and Trustees' Responsibilities

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

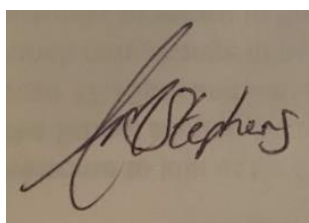
The law applicable to charities requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources of the charity for that period. In preparing these financial statements, the trustees are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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- 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 disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008, and the provisions of the constitution. 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.

The trustees are also responsible for the contents of the trustees' report, and the responsibility of the independent examiner in relation to the trustees' report is limited to examining the report and ensuring that, on the face of the report, there are no inconsistencies with the figures disclosed in the financial statements.

This report was approved by the trustees of the charity on 20/12/2025 and signed on its behalf by:



.....
A M Stephens
Chair of Trustees

Date: 20/12/2025...



Section A

Independent Examiner's Report

**Report to the trustees/
members of**

Charity Name
WK Foundation

**On accounts for the year
ended**

30/06/2025

**Charity no
(if any)**

1203798

Set out on pages

2

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 30/06/2025.

**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 gives 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.

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

Signed:

John Mullaly

Date:

10/12/2025

Name:

John Mullaly

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

Previously Treasurer, Christchurch Turnham Green, charity number 1129298, also BSc (Aero), MBA, PGCE, MA(Econ)

Address:	52 Flanders Rd,
	London
	W4 1NG

Section B Disclosure

Only complete if the examiner needs to highlight material 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.

No issues of concern were noted.

Statement of Financial Activities

Prepared for WK Foundation: 1/7/2024 to 30/6/2025 (compared with 29/6/2023 to 30/6/2024)*

	Unrestricted	Restricted	Total	Prior Total*
Donations and Legacies				
. . Donation- One off	42,869.86	54.00	42,923.86	19,269.92
. . Donation- Regular	1,599.40	54.00	1,653.40	400.00
. . Gift Aid Claimed	2,447.01		2,447.01	1,692.24
Investments				
. . Interest Received	290.54		290.54	101.22
Other Incoming Resources				
. . Grant Received		58,456.00	58,456.00	19,109.00
<hr/>				
Total income and endowments	47,206.81	58,564.00	105,770.81	40,572.38
<hr/>				
Nourish Programme- Operational costs				
. . Farm Day Trips & External Trainers/Offsite Visit		750.00	750.00	
. . H&S certification for trainees		151.00	151.00	
. . Programme Materials & Equipment		1,879.33	1,879.33	
. . Telephone & Internet		127.19	127.19	
. . Trainee Lunch		1,613.11	1,613.11	
. . Trainee and Staff Travel		1,412.89	1,412.89	
. . Training space cost		11,931.20	11,931.20	
Nourish Programme- Staffing				
. . Employment and Progression coordinator & Assistant trainer		4,703.54	4,703.54	
. . Hospitality training session				
. . . . Programme Delivery		14,981.48	14,981.48	927.55
. . Nourish Staffing NI & Pension Contribution		4,065.54	4,065.54	963.24
. . Prog Manager & Lead Trainer		25,748.90	25,748.90	6,032.72
Charity Management & Administration	23,428.23	609.27	24,037.50	11,452.81
<hr/>				
Total expenditure	23,428.23	67,973.45	91,401.68	19,376.32
<hr/>				
Net income/(expenditure) before investment gains/(losses)	23,778.58	-9,409.45	14,369.13	21,196.06
Net gains/(losses) on investments				

Statement of Financial Activities

Prepared for WK Foundation: 1/7/2024 to 30/6/2025 (compared with 29/6/2023 to 30/6/2024)*

	Unrestricted	Restricted	Total	<i>Prior Total*</i>
Net income/(expenditure)	23,778.58	-9,409.45	14,369.13	21,196.06
Extraordinary items				
Transfers between funds	-15,000.00	15,000.00		
Gains(losses) on revaluation of fixed assets for charity's own use				
Other gains(losses)				
Net movement in funds	8,778.58	5,590.55	14,369.13	21,196.06
<i>Total funds brought forward</i>	<i>17,510.57</i>	<i>3,685.49</i>	21,196.06	
Total funds carried forward	26,289.15	9,276.04	35,565.19	21,196.06

WK Foundation
Charity Commission for England and Wales, No. 1203798
Balance Sheet - Comparative
As at June 30, 2025

	30 Jun 2025	30 Jun 2024
<i>Current Assets</i>		
Debtors	11,073	
Other Current Assets		1,092
Cash At Bank And In Hand	26,513	21,409
<i>Creditors</i>		
Trading Creditors	-2,021	-249
Other Creditors		-1,056
Net Assets	35,565	21,196
 <i>Funds & Reserves</i>		
Restricted Funds	9,276	3,685
Unrestricted General Funds	26,289	17,511
Funds Provided	35,565	21,196

WK Foundation
Income & Expense - Detail
July 1, 2024 to June 30, 2025

Income

Income and Endowments	
Donations and Legacies	
Donation- One off	42,924
Donation- Regular	1,653
Gift Aid Claimed	2,447
Investments	
Interest Received	291
Other Incoming Resources	
Grant Received	58,456
Total Income	105,771

Expenses

Expenditure	
Charity Management & Administration	24,038
Nourish Programme- Operational costs	
Farm Day Trips & External Trainers/Offsite Visit	750
H&S certification for trainees	151
Programme Materials & Equipment	1,377
Printing & Stationery	502
Telephone & Internet	127
Trainee Lunch	1,613
Trainee and Staff Travel	
Trainee Travel	1,413
Training space cost	11,931
Nourish Programme- Staffing	
Employment and Progression coordinator & Assistant trainer	4,704
Hospitality training session	
Programme Delivery	14,981
Nourish Staffing NI & Pension Contribution	4,066
Prog Manager & Lead Trainer	25,749
Total Expenses	91,402
Operating Surplus/(Deficit)	14,369
Total Other Income/(Expenses)	0
Net Surplus/(Deficit)	14,369

WK Foundation
Income & Expense - Detail
July 1, 2024 to June 30, 2025

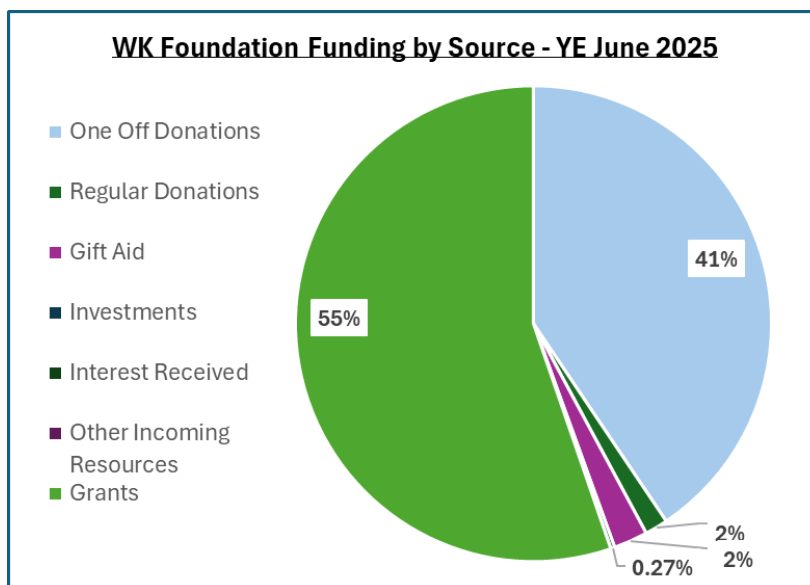
Financial Report for WK Foundation - Year Ended 30 June 2025

In our second year, WK Foundation continued building on the strong foundation laid in the first year to empower young adults in their journey toward employment. This report reflects our growth and highlights our efficient resource use, as well as the inspiring support we received from donors and grantors enabling us to continue to develop impactful programmes.

Income Overview

Total income for the year was £105,771 with sources as follows :

- Grants (55%): £58,456 to core programme delivery operations.
- Donations (42% of total income): £44,577, including both regular donations and one-time contributions.
- Gift Aid claims (2%): £2,447.
- Interest earned (0.3%): £291 from reserve holdings.



Of the total income generated, £58,564 was designated as restricted solely for direct Nourish programme delivery expenses, with the remaining £47,207 being unrestricted. The breakdown of expenses below gives further detail on our compliant use of restricted income, with £67,346 spent on direct Nourish Programme delivery.

Expenditure Overview

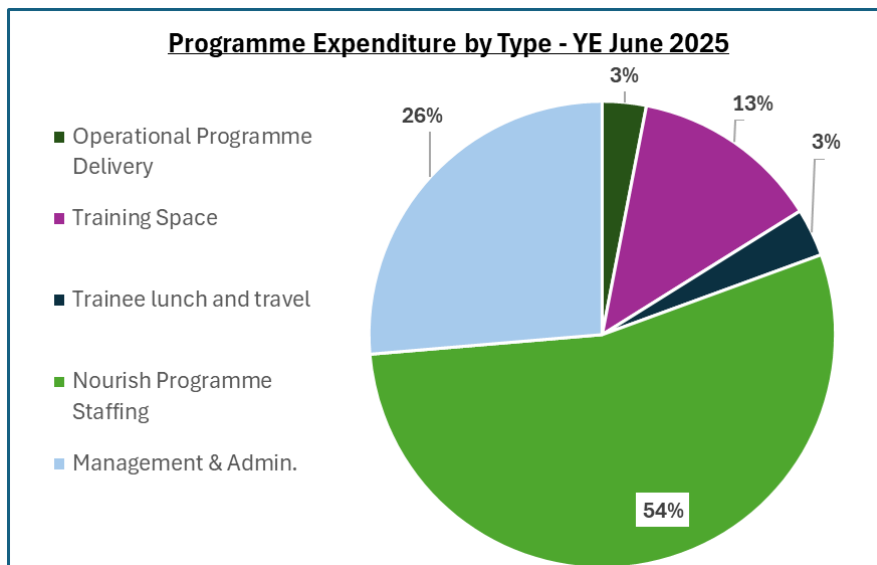
The charity expenses include costs essential to our mission with a total expenditure of £91,401. This spend can be divided into two primary categories Direct Programme Delivery and Management and Administration expenses.

Direct Nourish Programme delivery expenses are £67,364 (67% of total expenditure) to which our restricted funding is designated. This includes :

- Nourish Programme staff costs for direct delivery of the programme services - 54% of total expenditure.
- Nourish Programme direct operational expenses (non-staff costs) including site costs, materials, off-site visit costs - £20% of total expenditure. Notwithstanding ongoing costs for website, communications, and design for outreach and partnership work.

The remaining £24,037 of expenses has been spent on Charity Management and Administration expenses (26% of total expenditure) - this ensures a smooth operation of delivery and support, as well as on-going fundraising activity such as :

- Fundraising communications: Grant applications, reporting, outreach to engaging new donors, and reporting on Programme impact with donors.
- Setting up new donor accounts, responding to funding queries, and performing due diligence checks.



The in-year operating surplus of £14,369 takes net assets to £35,565, £9,276 of which is already restricted as funding for Cohorts 3 and 4. The remaining £26,289 leaves The Foundation well positioned to meet its policy to build a reserves fund of 3 months' worth of operating expenses - a target of £28,500 based on the expense run rate at the time of writing this report. This reserves fund will support Programme continuity by ensuring we are able to plan ahead sustainably, meet on-going financial commitments including Programme staff and training space, and cover any unforeseen and emergency expenses.

Looking Ahead

Leading on from the successful delivery of the Nourish Programme pilot, we aim to further develop on the programme to deepen our reach and better meet the varying needs of the young people we serve by deepening external partnerships for more effective programme provision and wrap-around support. We aim to build an established network of local authorities and agencies, corporate funders, as well as aligned grant funders such as Land Aid - growing our funding stream of recurring and regular donors for longer term sustainability. We are especially seeking funding opportunities from employment partners of our successfully placed trainees.

Further, the work achieved by the team this year, reflects a shared commitment to the vision, a focus on real outcomes, strong donor stewardship, and a cost-conscious culture to make every penny count. We extend our deepest gratitude to our supporters who make this work possible and look forward to another year of growth and impact.

Victoria Akotha

Notes

- **Salary Allocation:** As CEO Bridget Callaghan's salary has been divided between Nourish Programme Operational Delivery, Nourish Programme Staff, and Charitable Management and Administration. This reflects her role supporting all areas of our operation.
- **Restricted Fund:** The restricted fund in this report is designated solely for the Nourish training programme and the grants received are used only for programme delivery.
- **Compliance:** This financial report has been prepared with the assistance of Sosy Cholakian (Finance Controller) and Victoria Akotha (Trustee Treasurer) and has been reviewed and independently examined by John Mullaly.

WK FOUNDATION

England & Wales - Charity number 1203798

Accounts

Charity Registration No. 1203798

Company Registration No. CE032834 (England and Wales)

WELL KNEADED FOUNDATION

Trustees' Report and Financial Statements

for the Year Ended 30 June 2024

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WELL KNEADED FOUNDATION

Reference and Administrative Details

Chairperson	A M Stephens
Trustees	A M Stephens B K Lewis M P Fry (resigned 7 November 2024) A E Lois (resigned 17 September 2024) A Z Chan (appointed 17 September 2024)
Secretary	A Z Chan
Charity number	1203798
Company number	CE032834
Registered office	414 Garratt Lane Earlsfield London SW18 4HW

WELL KNEADED FOUNDATION

Trustees' Report

The Trustees present their annual report together with the financial statements of the charity for the year ended 30 June 2024.

Objectives and Activities

Objects and aims

The WK Foundation serves the following charitable aim:

- To advance in life and relieve the needs of young people by providing practical support and activities which develop their skills, capacities and capabilities to enable them to participate in society as responsible individuals; and

This is accomplished by:

Establishing a training initiative designed for individuals from marginalised backgrounds aged 17–29, with a focus on those aged 18-25, who face barriers to employment. The initiative will aim to:

- Provide participants with workplace training and mentorship, equipping them with the essential skills and confidence needed to achieve sustained employment and long-term personal growth.
- Equip participants by fostering a secure sense of identity and purpose, thereby supporting their personal and professional development to help them thrive in all aspects of life;
- Provide meaningful guidance and referrals to trainees, connecting them with external services and support networks to help them develop the skills and resilience needed to become well-adjusted and contributing members of society; and
- Support participants in securing meaningful employment following the completion of the training initiative by leveraging its networks and collaborating with existing support organizations.

Adopting sustainable practices which demonstrate commitment to the environment for current and future generations.

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.

Use of volunteers

The charity is run by a very active and committed group of volunteers as well as the employees and directors of Well Kneaded Ltd.

Achievements and Performance

Between June 2023-June 2024, the WK Foundation focused its first year on the three main activities:

1. The primary focus of WK Foundation this year has been the development and creation of the pilot for the 'NOURISH' training programme, set to launch in October 2024. This holistic, hospitality-focused training programme will support up to 20 young adults from marginalised backgrounds in its first year.

Harnessing a strengths-based, trauma-informed approach, NOURISH provides a pathway to sustained employment within the hospitality industry. The training is designed to develop industry-specific skills, with a focus on sustainable food sourcing, customer service, and pizza cheffing. In addition to technical expertise, the programme aims to equip participants with essential life skills, including professional behaviour, prioritisation, organisation, financial management, and relationship-building.

To establish a best-practice framework for the programme's development, the trustees of WKF collaborated with impact consultants Resurgo to create a high-impact Theory of Change, which has guided all activities.

2. The second focus was on recruiting and training a small team to deliver the launch of the 'NOURISH' training programme. This included developing partnerships to leverage the expertise of external training partners within our community.

To support best practices, we provided training to teams within our partner organisations, Well Kneaded and WK Events, ensuring that all trainers were equipped with trauma-informed practices and familiar with relevant safeguarding protocols. This preparation enabled all teams to work safely and effectively with young adults from marginalised backgrounds who face barriers to employment.

3. The third key focus was on fundraising to ensure that the WK Foundation began with sufficient funds to support the development and launch of the pilot 'NOURISH' training programme. Funders include:

Wandsworth Grant Fund
Wimbledon Foundation (allocated through the London Community Fund)
The Jerusalem Trust
The Leathersellers Foundation
The Woodward Charitable Trust
Landaid – allocated via Street Smart
Well Kneaded Ltd
WK Events Ltd

4. In the final months of the year, we focused on strengthening existing relationships with referral and work experience partners, including:

SPEAR
Achieving for Children
Love to Learn
Carney's Community
CARAS

Providence House
Regenerate/ Feel Good Bakery
The Job Centre
Home Community Café
Sutton Community Farm
Paradise Cooperative
KERB+

Financial Review

Income for the year was £40,572.38. This was the first year of the Foundation's operations and this exceeded our budget forecast and put us in an excellent position to launch our first training programme. Expenditure was £19,376.32 which is in line with the budget. This net income was £21,196 which well exceeded our break-even budget – a large proportion of these funds were restricted for delivering the first Nourish programme in October 2024.

The Foundation's funds are held in interest bearing accounts with Unity bank.

Under the charity's governing document, the charity has the power to make any investments which the trustees see fit.

The trustees have assessed the major risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risk.

The charity has a reserves policy to cover 3 months of operational costs and is building towards that.

At the date of approving the report and accounts, there are no uncertainties about the charity's ability to continue as a going concern.

There are no funds or subsidiary undertakings that are materially in deficit.

Plans for Future Periods

Aims and key objectives for future periods

Looking ahead, the WK Foundation is committed to launching and delivering NOURISH, a year-long training programme structured in three phases. The first phase consists of six weeks of foundational skills training, followed by applied skills training, including work experience, in the second phase. The third phase focuses on employment and progression.

In its first year, the programme will run two pilot cohorts to evaluate and refine activities and processes. Each of the first two cohorts will accommodate 6–8 participants. In the second year, we aim to expand the programme to support 6–10 trainees per cohort, running at least two cohorts annually.

One of the key objectives of running two pilot cohorts is to further streamline the training programme, enhancing the development of practical and professional skills among trainees while ensuring it remains impactful and responsive to their needs.

A major focus will be improving the Foundation's capacity to connect trainees with existing support services, ensuring each participant has access to the resources they need to thrive. Additionally, we

plan to expand and strengthen our network of mentors, providing trainees with guidance and support from experienced professionals.

As part of our mission to holistically support trainees, we aim to explore ways to incorporate discussions around spiritual health and faith, particularly within a Christian context, in a manner that is sensitive and respectful of individual beliefs. By fostering an environment of open dialogue, we seek to nurture a sense of identity and purpose among participants.

Our primary impact indicator is the sustained employment of our trainees, measured 12 months after graduation from Phase 2 of the programme. With this in mind, the Foundation recognises the importance of building relationships with organisations and companies interested in hiring entry-level employees, creating pathways for young adults to transition into meaningful employment.

Finally, we remain committed to identifying and pursuing additional fundraising opportunities to sustain and expand our work, ensuring we continue to make a lasting difference in the lives of marginalised young people.

Structure, Governance, and Management

Nature of governing document

The Foundation is a Charitable Incorporated Organisation governed by a constitution adopted on 29 June 2023.

Organisational structure

The trustees who served during the year up to the date of signature of the financial statements are included on page 2.

Trustees are appointed by the board of trustees and announced at the AGM. No external body or any other person is entitled to appoint a trustee.

No governance and management details are exempt from disclosure.

Statement of Directors' and Trustees' Responsibilities

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

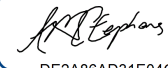
The law applicable to charities requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources of the charity for that period. In preparing these financial statements, the trustees are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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- 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 disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008, and the provisions of the constitution. 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.

The trustees are also responsible for the contents of the trustees' report, and the responsibility of the independent examiner in relation to the trustees' report is limited to examining the report and ensuring that, on the face of the report, there are no inconsistencies with the figures disclosed in the financial statements.

This report was approved by the trustees of the charity on 10 February 2025 and signed on its behalf by:

Signed by:

.....
DE2A86AD31E04CA.....

A M Stephens
Chair of Trustees



CHARITY COMMISSION FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A

Independent Examiner's Report

Report to the trustees/ members of

Charity Name
WK Foundation

On accounts for the year ended

30th June 2024

Charity no (if any)

1203798

Set out on pages

2-7

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 30/06/2024.

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 gives 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.

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

Signed:

Date:

6/01/2025

Name:

John Mullaly

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

Previously Treasurer Christchurch, Turnham Green, Town Hall Avenue, W4 5DT, charity number 1129298

Address: 52 Flanders Rd

W4 1NG

London

Section B

Disclosure

Only complete if the examiner needs to highlight material 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.

n/a

WK Foundation

End of Year Financial Statements

30th June 2024

WK Foundation
Statement of Financial Activities (Income & Expense)
June 1, 2023 to June 30, 2024

	Unrestricted	Restricted	Endowment	Total
<i>Income</i>				
Income and Endowments				
Income from Donations and Legacies				
Donation- One off	19,269.92			19,269.92
Donation- Regular	400.00			400.00
Gift Aid Claimed	1,692.24			1,692.24
Investment Income				
Interest Received	101.22			101.22
Other Incoming Resources				
Grant Received	7,500.00	11,609.00		19,109.00
Total Income	28,963.38	11,609.00	0.00	40,572.38
<i>Expenses</i>				
Expenditure				
Charitable Activities				
Charity Management & Administration				
Accounting Fees	249.84			249.84
Bank Charges	54.17			54.17
IT & Computer	327.34			327.34
NI & Pension Contribution	1,005.48	963.24		1,968.72
Payroll Cost	48.00			48.00
Software Cost	37.08			37.08
Subscription	45.00			45.00
Team Development & Training	2,063.00			2,063.00
Nourish Training Programme				
Programme Delivery		927.55		927.55
Programme Development & Evaluation		6,032.72		6,032.72
Staff Expenses				
CEO Expenses				
Meeting	6.05			6.05
Website, Communications & Design	792.07			792.07
Expenditure on Raising Funds				
Fundraising				
Fundraising- Communications	792.06			792.06
Fundraising-Admin work	6,032.72			6,032.72

WK Foundation
Statement of Financial Activities (Income & Expense)
 June 1, 2023 to June 30, 2024

	Unrestricted	Restricted	Endowment	Total
Total Expenses	11,452.81	7,923.51	0.00	19,376.32
Net Resource Movement	17,510.57	3,685.49	0.00	21,196.06
Net Movement in Funds	17,510.57	3,685.49	0.00	21,196.06
Total Funds Brought Forward	0.00	0.00	0.00	0.00
Total Funds Carried Forward	17,510.57	3,685.49	0.00	21,196.06

WK Foundation
Charity Commission for England and Wales, No. 1203798
Balance Sheet - Detail
As at June 30, 2024

Current Assets

Other Current Assets

Prepayments 1,092

Cash At Bank And In Hand

Unity Trust-Current 13,808

Unity Trust-Reserves 7,600

Creditors

Trading Creditors

Supplier Accounts Payable

Well Kneaded Ltd -249

Other Creditors

Account Payable -1,056

Net Assets **21,196**

Funds & Reserves

Restricted Funds

Nourish Training Programme 3,685

Unrestricted General Funds

General Fund 17,511

Funds Provided **21,196**

WK Foundation Fund Balances

Fund	Brought Forward	Transfers	Income	Expenses	Balance
General Fund (U)	-		28963	-11453	17511
Unrestricted total			28963	-11453	17511
Nourish Training Programme (R)			11609	-7924	3685
Restricted Total			11609	-7924	3685
Total		-	40572	-19376	21196

WK Foundation
Income & Expense - Detail
June 1, 2023 to June 30, 2024

Income

Income and Endowments	
Income from Donations and Legacies	
Donation- One off	19,270
Donation- Regular	400
Gift Aid Claimed	1,692
Investment Income	
Interest Received	101
Other Incoming Resources	
Grant Received	19,109
Total Income	40,572

Expenses

Expenditure	
Charitable Activities	
Charity Management & Administration	
Accounting Fees	250
Bank Charges	54
IT & Computer	327
NI & Pension Contribution	1,969
Payroll Cost	48
Software Cost	37
Subscription	45
Team Development & Training	2,063
Nourish Training Programme	
Programme Delivery	928
Programme Development & Evaluation	6,033
Staff Expenses	
CEO Expenses	
Meeting	6
Website, Communications & Design	792
Expenditure on Raising Funds	
Fundraising	
Fundraising- Communications	792
Fundraising-Admin work	6,033
Total Expenses	19,376

WK Foundation
Income & Expense - Detail
June 1, 2023 to June 30, 2024

Operating Profit/(Loss)	<u>21,196</u>
Total Other Income/(Expenses)	<u>0</u>
Net Profit/(Loss)	<u>21,196</u>

Financial Report for WK Foundation– Year Ended 30 June 2024

In our first year, WK Foundation laid a strong financial foundation to empower young adults in their journey toward employment. This report reflects setup activities and highlights our efficient resource use and the inspiring support we received from donors and grantors, enabling us to launch and prepare impactful programmes.

Income Overview

With total income of £40,572, we relied on diverse sources:

- Donations (49% of total income): £19,670, including both regular donations and one-time contributions.
- Gift Aid claims (4%): £1,692.
- Interest earned (0.2%): £101 from reserve holdings.
- Grants (47%): £19,109 to support our programme development and charitable operations.

Expenditure Overview

Our total expenditure of £19,379 was divided into two primary categories: charitable activities of £12,555 (65% of total expenditure) and fundraising expenses of £6,825 (35% of total expenditure). This breakdown reflects our focus on impactful programme delivery while also building resources for future growth.

The charitable activities include costs essential to our mission, such as:

- Charity management and administration: Ensuring smooth operations.
- Nourish programme: Initial expenses to prepare for the launch of our training programme. The “Nourish” programme development accounted for 36% of our total expenditure.
- Staff expenses
- website, communication, and design for outreach and partnership work.

To secure ongoing support, and clarify expenditure within this this area, our fundraising expenditure will be divided as follows:

- Fundraising communications: Grant applications, reporting, outreach to engage new donors, impact sharing with donors.
- Fundraising administration: Covering essential administrative tasks related to fundraising activities such as setting up new accounts, clarifying details, due diligence checks.

With net assets of £21,193, our charity is well-positioned to build on the momentum of year 1. These funds will support further programme expansion and deepen our impact in helping young adults achieve our three target outcome areas of employment, healthier management of their life and relationships, and increasing in their knowledge & understanding of sustainable food systems.

Looking Ahead

With this strong start, WK Foundation has successfully launched a pilot of Nourish in October 2024 and will evaluate and further develop this first pilot programme in order to launch properly in Spring 2025. We have successfully leveraged our network, as well as forged partnerships with key local funds including Wandsworth Council and The Wimbledon Foundation. The work achieved by the team this year, show results our commitment to the vision, and in making every pound count, focusing on real outcomes and strong donor stewardship. We extend our deepest gratitude to our supporters who make this work possible and look forward to another year of growth and impact.

Sosy Cholakian

Notes

- **Gift Aid Contributions:** The Gift Aid amount received this year appears lower compared to total donations. This is because a significant portion of the donations came from incorporated businesses, which are not eligible for Gift Aid claims.
- **National Insurance and Pension Contribution:** The National Insurance and pension contributions reflected in the report relate to the payroll expenses for Bridget Callaghan and Laurence Callaghan. These costs are split into three categories within the accounts: Programme Delivery, Programme Development & Evaluation and Fundraising-Admin Work.
- **Salary Allocation:** Bridget Callaghan's salary has been divided equally between two accounts: 50% under Programme Development & Evaluation and 50% under Fundraising-Admin Work. This reflects her role supporting both areas of our operation.
- **Restricted Fund:** The restricted fund in this report is designated solely for the Nourish training programme and the grant received were used only for training purpose.
- **Compliance:** This financial report has been prepared with the assistance of Sosy Cholakian/Finance Controller and has been reviewed and independently examined by John Mullaly.