

Redemption Roasters Foundation Annual Report

Charity Number 1204932

1st July 2024 - 30th June 2025

Redemption Roasters Foundation**Charity details and administrative information for financial year ended 30th June 2025****Charity Registration Number:**

1204932

Trustees:

The trustees who have served during the year are

Maximilian Meyer-Dubiel (Chair)

Felix Rossknecht

Richard Watson

Tina Bartels (appointed 29th May 2025)

There were no resignations during the year.

Registered Office:

9c York Way, London, N7 9GY.

Bank:

Natwest, 250 Bishopsgate, London, EC2M 4AA.

Redemption Roasters Foundation
Trustees Annual Report
Year ended 30th June 2025

The trustees present their annual report and the financial statements for the charity for the year ended 30th June 2025.

Objectives & Activities

The object of the CIO is to promote the social inclusion, resettlement and rehabilitation of offenders, ex-offenders and those at risk of offending for the benefit of the public in such ways as the charity trustees think fit including by providing them with: tools and mechanisms to assist in finding employment; and work experience, training, mentoring, advice, guidance on workplace citizenship responsibility, training on soft skills such as communication, teamwork and conflict resolution and other forms of support, with the aim both of helping its beneficiaries identify routes into employment and generally to reintegrate into wider society.

Structure, Governance and Management

Redemption Roasters Foundation is a Charitable Incorporated Organisation and is registered with the Charity Commission with charity number 1204932. The registered address is 9C York Way, London, N7 9GY. The governing document is a constitution.

Trustees

Redemption Roasters Foundation has a Board of Trustees, and at year end the Board consisted of four trustees. Three trustees are founding trustees, with one new trustee, Tina Bartels, joining the Board of Trustees in May 2025. A further trustee has been offered a position, with their formal registration expected in August 2025.

The appointment of new trustees was done through an open and competitive process. The role was advertised externally, with applicants completing two rounds of interviews. All trustees were involved in the process.

The trustees are responsible for setting the overall strategic direction of the organisation, including approving the budget and ensuring compliance with all legal and governance requirements.

During the financial year, the Board of Trustees held two meetings.

Trustees are required to declare conflicts of interest as part of the on-boarding process and at each Board Meeting.

Relationship with Redemption Roasters (Catimor Ltd)

The Redemption Roasters Foundation is independent from Redemption Roasters (official trading name Catimor Ltd) but the organisations share an ambition of reducing reoffending. Both

organisations respect and value the independence of the other, whilst acknowledging a connection exists between the two.

There is a Service Level Agreement and Deed of Relationship being adopted to ensure there is clarity and transparency on how the two parties relate to each other.

The Redemption Roasters Foundation has an independent Board of Trustees, with the majority of trustees being independent from Redemption Roasters (Catimor Ltd). The trustees will always act in the best interest of the charity.

Redemption Roasters (Catimor Ltd) provide in-kind support to the Redemption Roasters Foundation. In turn, the Redemption Roasters Foundation may support beneficiaries into employment with Redemption Roasters (Catimor Ltd). This would be in line with the objects of the charity. The Foundation will not give preferential treatment to vacancies at Redemption Roasters (Catimor Ltd) and will promote other employment opportunities equally.

Achievements & Performance

In the financial year ending 30th June 2025, activity was focused on the activation of the charity following a period of relative inactivity.

Key achievements for the year were:

- A regular cadence of Board of Trustee meetings resumed.
- The strategic priorities for the charity were agreed.
- A successful recruitment process led to two new trusteeships being offered.
- Fundraising activity commenced, with funding being secured to support programme delivery in the next financial year.

The activity above means the trustees feel the CIO is now well positioned to deliver against its objects, be financially stable and deliver public benefit in the coming year.

Financial Review

The accounts have been prepared in accordance with the Charities Act 2011 and the charity's governing document.

The trustees have prepared receipts and payment accounts. The Charity's statement of receipts and payments shows £266. All income was individual donations by members of the public.

The Charity's receipts for the year equated to £266 and payments were £0.

The fund balances at the year end were as follows

	2024/25 (£)
Unrestricted Funds	266
Restricted Funds	0
Total	266

Reserves Policy

Whilst fundraising activity in the year was minimal, the trustees discussed the approach the CIO should adopt to reserves as the charity grows.

It is understood it will take time for the charity to build up reserves but there is a target of the charity holding 3 months operating costs in reserves.

Future Plans

The Redemption Roasters Foundation will formally begin programmatic activity in the autumn of 2025.

The Foundation will focus on two core areas of activity, to support its overarching goal of reducing reoffending:

1. Training and employment for those with experience of the criminal justice system
The Foundation will deliver training programmes that support those with experience of the criminal justice system into employment, with a focus on the hospitality and coffee industries.
2. Inspiring inclusive hiring practice
The Foundation will champion the hiring of prison leavers and encourage and train other employers to reduce barriers to participation. This work will create progression pathways for prison leavers supported by the charity.

Trustees Responsibilities

The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and the United Kingdom's Accounting Standards.

The financial statements produced must give a true and fair view of the state of affairs of the charity.

In preparing these financial statements the Board of Trustees have selected suitable accounting policies and then applied them consistently and followed applicable accounting standards and recommended practice.

The trustees are also responsible for safeguarding the assets of the charity and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report was produced in line with the guidance above and was approved by the Board of Trustees on 28th August 2025.

A handwritten signature in black ink, appearing to read 'M. Meyer-Dubiel', is positioned above the printed name.

Maximillian Meyer-Dubiel (Chair)

Redemption Roasters Foundation
Statement of Receipts and Payments
Year Ended 30th June 2025

	Redemption Roasters Foundation			Charity Number: 1204932	CC16a
	Receipts and payments accounts				
	For the period from	Period start date	To	Period end date	
		1st July 2024		30th June 2025	
Section A Receipts and payments					
	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A1 Receipts					
Individual donations	266	0	0	266	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
Sub total(Gross income for AR)	266	0	0	266	0
A2 Asset and investment sales, (see table).					
None	0	0	0	0	
	0	0	0	0	0
Sub total	0	0	0	0	0
Total receipts	266	0	0	266	0
A3 Payments					
None	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0

	0	0	0	0	0
	0	0	0	0	0
Sub total	0	0	0	0	0
A4 Asset and investment purchases, (see table)					
None	0	0	0	0	0
	0	0	0	0	0
Sub total	0	0	0	0	0
Total payments	0	0	0	0	0
Net of receipts/(payments)	266	-	-	266	-
A5 Transfers between funds	0	0	0	0	0
A6 Cash funds last year end	0	0	0	0	0
Cash funds this year end	266	-	-	266	-

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

Categories	Details	Unrestricted funds	Restricted funds	Endowment funds
		to nearest £	to nearest £	to nearest £
B1 Cash funds	Cash held at bank	266	0	0
		0	0	0
		0	0	0
	Total cash funds	266	0	0
	(agree balances with receipts and payments account(s))	OK	OK	OK
		Unrestricted funds	Restricted funds	Endowment funds
		to nearest £	to nearest £	to nearest £
B2 Other monetary assets	None	0	0	0
		0	0	0
		0	0	0
		0	0	0
		0	0	0
		0	0	0
		0	0	0

		Fund to which asset belongs	Cost (optional)	Current value (optional)
	Details			
B3 Investment assets	None		0	0
			0	0
			0	0
			0	0
			0	0
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use	None		0	0
			0	0
			0	0
			0	0
			0	0
			0	0
			0	0
			0	0
			0	0
	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities	None		0	
			0	
			0	
			0	
			0	

		Maximillian Meyer-Dubiel (Chair)	
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