

# QUEST ACADEMY

Charity Number: 1205054

## Trustees' Annual Report for the year ended 31 December 2024

### 1. Introduction

The Trustees of Quest Academy are pleased to present their annual report and financial summary for the year ended 31 December 2024.

Quest Academy was officially registered as a charity on 4 October 2023 to advance Christian education and leadership development across cultures, particularly among Arabic and Persian-speaking communities in the UK and Europe.

We exist to equip and empower believers to serve the Kingdom of God, to strengthen the Church through discipleship and leadership formation, and to share the message of Christ across nations. As Ephesians 4:12 reminds us, our goal is "to equip the saints for the work of ministry, for building up the body of Christ."

### 2. Our Aims and Objectives

Quest Academy's charitable purpose is to advance Christian education and training by:

- Developing and delivering accredited programs that build theological understanding and ministry skills.
- Equipping emerging leaders from local and diaspora communities to serve effectively in their cultural contexts.
- Supporting churches in Europe through leadership training, discipleship programs, and mission partnerships.

Three main principles guide our activities:

1. Empowerment: Building capacity among local and national workers to lead their own ministries.
2. Equipping: Providing resources and training in discipleship, apologetics, and leadership.
3. Engagement: Partnering with local churches and mission agencies to reach unreached peoples, especially Muslim-background communities.

### 3. Activities and Achievements (2024)

The year 2024 has been a season of steady growth, spiritual fruit, and renewed vision.

#### Farsi Department

Led by Mehrdad, the Farsi Department continued its outreach and discipleship work among Iranian and Persian-speaking believers. Over the past year:

- More than 135 people enrolled in our online discipleship courses, with 112 active learners participating regularly.
- A six-month discipleship program was launched to strengthen new believers and equip them to disciple others.
- Plans were developed for a mobile-based learning initiative to reach believers inside Iran safely.
- Partnerships were explored with ministries such as Word of Life to translate and adapt existing Farsi Christian resources.

#### Arabic Department

The Arabic team continued to serve churches and communities across Europe, training leaders in evangelism and theology. Key developments included:

- Expansion of online training programs in discipleship and apologetics.
- Delivery of Building Bridges and Mission Certificates, equipping Arabic-speaking leaders for ministry among Muslims.
- Collaboration with local churches in Ireland, Germany, and France to build stronger mission partnerships.

#### Leadership Development

Under the vision of Quest Academy, we continued to train leaders for ministry through our Leadership and Discipleship Tracks, combining theological learning with practical mentorship. These programs were instrumental in developing indigenous leaders in diaspora churches, facilitating intercultural collaboration, and hosting online and in-person workshops on servant leadership and church planting strategies.

#### Outreach and Mission

Led by Michael and supported by our volunteer teams, Quest Academy's mission department continued to focus on empowering local churches for evangelism.

We have seen new partnerships emerging with national workers who organise their own outreach events and a growing interest in contextual mission training among young leaders.

### 4. Public Benefit Statement

The Trustees confirm that, in carrying out the Academy's aims and activities, they have had due regard to the Charity Commission's guidance on public benefit.

Quest Academy provides Christian education and leadership training accessible to all, regardless of nationality or background. Many of our programs are offered free of charge or at reduced cost, especially to churches and individuals with limited resources.

Our educational programs and outreach efforts directly benefit the public by:

- Promoting moral and spiritual development rooted in Christian values.
- Equipping individuals to serve their communities effectively.
- Contributing to the unity and well-being of churches across Europe.

## 5. Structure, Governance and Management

Quest Academy is governed by a Board of Trustees that oversees its vision, strategy, and accountability.

The day-to-day ministry and training programs are led by volunteer staff and self-employed instructors.

Trustees serving in 2024:

- Marcus Baeder – Chair
- Peter Samir Ayad Andirawes – Trustee
- Matthew Steven Paschal – Trustee
- Stephen Paul Smith – Trustee

The Academy operates through ministry departments (Arabic, Farsi, Leadership Training, and Outreach), coordinated under the oversight of the Trustees. All program leaders report quarterly to the Board, ensuring transparency, accountability, and alignment with our charitable objectives.

## 6. Financial Review

(Full audited financial statements will be attached separately.)

Quest Academy's income in 2024 was derived primarily from:

- Donations and partnership support from churches and individuals.
- Voluntary contributions and project grants.

Funds were used to support:

- Training and discipleship programs in Arabic and Farsi.
- Digital infrastructure for online learning.
- Outreach and partnership development across Europe.

The Trustees are committed to sound financial stewardship. All income is applied to charitable

purposes, and any surplus is reinvested in the development of our educational programs and mission work.

## 7. Plans for the Future (2025)

Looking ahead, Quest Academy seeks to:

- Launch a new European Discipleship Network connecting churches engaged in cross-cultural mission.
- Expand our mobile learning platforms to reach learners in restricted countries.
- Develop curricula for second-tier leadership training among diaspora churches.
- Strengthen partnerships with European and Middle Eastern mission organizations.

Through all these initiatives, we remain committed to building bridges across cultures and empowering leaders to make disciples who make disciples.

## 8. Statement of Trustees' Responsibilities

The Trustees are responsible for ensuring that:

- The charity's activities are carried out in accordance with its governing document and the law.
- Proper accounting records are kept.
- Financial statements give a true and fair view of the charity's affairs.

## 9. Closing Reflection

As we look back on 2024, we give thanks to God for His faithfulness.

Despite challenges and limited resources, the mission of Quest Academy continues to grow through the dedication of our volunteers, the generosity of partners, and the grace of our Lord Jesus Christ.

"Not to us, O Lord, not to us, but to Your name give glory." — Psalm 115:1

Approved by the Board of Trustees on 31 October 2025 and signed on its behalf by:

A handwritten signature in blue ink, appearing to read "Marcus Baeder".

Marcus Baeder  
Chair of Trustees  
Quest Academy  
Charity Number: 1205054

# Quest Academy

## Profit & Loss

January through December 2024

	Jan - Dec 24
<b>Income</b>	
<b>4 REVENUE</b>	
<b>41 OPERAIONAL INCOME</b>	
4101 Organizations donation	\$246 135
4102 Personal donations	\$75 232
<b>Total 41 OPERAIONAL INCOME</b>	<b>\$321 366</b>
<b>Total 4 REVENUE</b>	<b>\$321 366</b>
<b>Total Income</b>	<b>\$321 366</b>
<b>Gross Profit</b>	<b>\$321 366</b>
<b>Expense</b>	
<b>5 EXPENSES</b>	
<b>501 OPERATIONAL EXPENSE</b>	
<b>50101 SALARIES</b>	
501011 BASIC SALARIES	\$160 800
501012 FREE LANCERS	\$12 025
501013 Givings	\$6 688
<b>Total 50101 SALARIES</b>	<b>\$179 514</b>
<b>50102 Courses Production</b>	
5010203 Courses recording	\$2 099
5010204 curriculum development	\$141
5010208 Outreach materials	\$386
<b>Total 50102 Courses Production</b>	<b>\$2 626</b>
<b>50103 Rent</b>	
5010301 Facilities Rent	\$314
<b>Total 50103 Rent</b>	<b>\$314</b>
<b>50105 Travel</b>	
5010501 Air tickets	\$33 215
5010502 Accomodation	\$35 192
5010503 Visa	\$3 001
5010504 Car rental & Transporta	\$12 048
<b>Total 50105 Travel</b>	<b>\$83 456</b>
<b>50106 Supplies</b>	
5010601 IT & Technical supplies	\$8 248
5010602 Stationary	\$4
5010603 Other supplies	\$82
<b>Total 50106 Supplies</b>	<b>\$8 334</b>
<b>50107 Relief</b>	<b>\$6 539</b>
<b>Total 501 OPERATIONAL EXPENSE</b>	<b>\$280 783</b>
<b>502 GENERAL &amp; Admin</b>	
50201 TELEPHONES	\$168
50202 HOSPETALITY	\$1 594
50205 TRANSPORTATION	\$1 542

# Quest Academy

## Profit & Loss

January through December 2024

	Jan - Dec 24
50206 Legal fees	\$276
50209 Bank Charges	\$375
50213 Board memebers events	\$452
50216 ICETE	\$373
50217 Insurance	\$227
50218 Currency rate difference	(\$553)
50219 Subscribtions	\$482
<b>Total 502 GENERAL &amp; Admin</b>	<b>\$4 935</b>
<b>504 Marketing</b>	
50402 partnerships Conferences	\$4 275
50403 Social Media ads	\$470
50405 Printing (flyers,banners)	\$1 275
<b>Total 504 Marketing</b>	<b>\$6 020</b>
<b>505 Dep. Expense</b>	<b>\$18</b>
<b>Total 5 EXPENSES</b>	<b>\$291 756</b>
<b>Total Expense</b>	<b>\$291 756</b>
<b>Net Income</b>	<b>\$29 611</b>

# Quest Academy

## Balance Sheet

As of December 31, 2024

	Dec 31, 24
<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Checking/Savings</b>	
<b>111 CASH ON HAND</b>	
11103 Michael Biskales	143 45
11104 Mehrdad	1 026 00
<b>Total 111 CASH ON HAND</b>	1 169 45
<b>112 CASH ON BANK</b>	
11201 NatWest GBP	20 203 63
11202 NatWest Euro	2 485 01
11203 NatWest USD	17 636 81
11204 UWM Bank	56 779 68
<b>Total 112 CASH ON BANK</b>	97 105 13
<b>Total Checking/Savings</b>	98 274 58
<b>Accounts Receivable</b>	
<b>113 ACCOUNT RECIEVABLES</b>	
11302 Eyssa	639 33
<b>Total 113 ACCOUNT RECIEVABLES</b>	639 33
<b>Total Accounts Receivable</b>	639 33
<b>Total Current Assets</b>	98 913 91
<b>Fixed Assets</b>	
<b>116 ASSETS</b>	
<b>11601 FIXED ASSETS</b>	
11601001 Laptop & Printers	864 92
<b>Total 11601 FIXED ASSETS</b>	864 92
<b>11602 Accumulated DEP.</b>	
11602001 Laptop & Printers	-18 02
<b>Total 116 ASSETS</b>	846 90
<b>Total Fixed Assets</b>	846 90
<b>TOTAL ASSETS</b>	<b>99 760 81</b>
<b>LIABILITIES &amp; EQUITY</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
<b>Accounts Payable</b>	
<b>211 ACCOUNT PAYABLES</b>	
21102 Salaries Payable	16 150 00
21103 Other Payables	4 000 00
<b>Total 211 ACCOUNT PAYABLES</b>	20 150 00
<b>Total Accounts Payable</b>	20 150 00
<b>Other Current Liabilities</b>	
<b>212 UNEARNED REVENUE</b>	
21202 Unearned donations	50 000 00

Quest Academy  
Balance Sheet  
As of December 31, 2024

	Dec 31, 24
Total 212 UNEARNED REVENUE	50 000 00
Total Other Current Liabilities	50 000 00
Total Current Liabilities	70 150 00
Total Liabilities	70 150 00
Equity	
Net Income	29 610 81
Total Equity	29 610 81
TOTAL LIABILITIES & EQUITY	99 760 81

0 00



#	Name	Disc.	Amount
1	Issa	Loan to be repaid	639 33

Salaries Payable			
#	Name	Disc.	Amount
1	Peter Samir	Part of Sep.,Oct,Nov & December	\$9 600
2	Sarah Obed	Part of December	\$50
3	Michael Biskales	Half year	\$6 500
Total			\$16 150

Other Payable			
#	Name	Disc.	Amount
1	Mina Samir	8 months of IT contract	\$4 000
Total			\$4 000

Unearned donations			
#	Name	Project Code	Amount
1	Stichting care 4 you	Code401 : Farsi academic Dep.	\$15 000
2	Stichting care 4 you	Code402 : Farsi offline cohorts	\$35 000
Total			\$50 000

# **Quest Academy**

## **Balance Sheet AS OF 31 OF December 2024**

\*\*\*\*\*

## Quest Academy

**Audit Report for the period from 1 January 2024 to 31 December 2024**

**Prepared by**

**Emad Youssef Iskander**  
**Auditors and Tax Experts**

## INDEPENDENT AUDITOR'S REPORT

**To: Quest Academy.**

### **Opinion**

We have meticulously audited Quest's Academy financial report regarding the agreement, which had a total expense of \$291,756, leaving no stone unturned in our examination.

### **Basis for Opinion**

We have conducted our audit by International Standards on Auditing (ISA), applying ISA 800/805. Our responsibility according to these standards is further described in the section "Auditor's responsibility for the audit of the financial report" in our report. We are independent about Think & Do according to the professional, ethical requirements relevant for the audit of the financial report and have otherwise fulfilled our experienced, ethical responsibilities with these requirements. We believe the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### **Emphasis of Matter - Basis of Accounting and restrictions on use**

- ❖ The financial report has been prepared for Quest Academy to fulfill the requirements imposed by international standards. Our opinion concerning this matter has not been modified.
- ❖ We noted that the net income is \$29,611.
- ❖ There is an unearned revenue of \$ 50K, which was designated to the Farsi department in 2025.
- ❖ Quest Academy must have a financial policy that includes who, how, and how much any title owner should spend or approve payments. We asked the financial manager, who told us that he is preparing a policy and will share it with the board by next April.
- ❖ We couldn't get a bank statement for the UWM account to make a bank reconciliation because this bank is not owned by Quest Academy. Therefore, we suggest not using this bank to pay any expenses. Instead, send all the money to Quest's official banks and use the funds available to pay your expenses.
- ❖ We noticed that Facebook does not provide official receipts for ads paid throughout the year; only bank statements and transfers show the amount. It would be preferable to have all Facebook ads receipts in your books.
- ❖ During our audit, we found a payment of \$3131.12 to pastor Nagy Mouris with no official invoices, only an email from the General Manager with a breakdown Excel sheet. It's preferable to attach these invoices to the expenses.



**Responsibilities of Project Management and Those Charged with Governance (Management) for the Financial Reporting**

Project Management is responsible for preparing the financial report according to the abovementioned agreement and for financial control that Management deems necessary to ensure the financial report is free from material misstatements, whether due to fraud or error.

In preparing the financial report, Project Management is responsible for taking into account Management's

Assessment of the Organization's ability to continue as a going concern, disclosing, as applicable, matters relating to the going concern basis of accounting unless Management either intends to liquidate the Organization or cease operations or has no realistic alternative but to do so.

Management is responsible for supervising the organization's financial reporting processes.

**Auditor's responsibilities for the audit of the financial report**

Our objectives are to obtain reasonable assurance about whether the financial report is free from material mistakes due to fraud or error and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but there is no guarantee that an audit conducted by ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users based on this financial report.

As part of an audit by ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We are also:

Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to form a basis for our opinion. The risk of not detecting a material mistake resulting from fraud is higher than one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Obtain an understanding of internal control relevant to the audit to design audit procedures that are appropriate in the circumstances, but not to express an opinion on the effectiveness of the Organization's internal control.

Conclude on the appropriateness of Project Management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. Suppose we conclude that material uncertainty exists. In that case, we must draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to our auditor's report date. However, future events or conditions may cause the Organization to cease to continue as a going concern.

Evaluate the appropriateness of accounting policies, the reasonableness of accounting estimates, and related disclosures by Project Management.

Evaluate the financial report's overall presentation, structure, and content, including disclosures, and determine whether the financial report represents the underlying transactions and events in a manner that achieves fair representation.

We communicate with Management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Cairo, 09 March 2025

Independent Auditor

*Emad Y. Iskander*

Emad Youssef Iskander



Membership No: 4461



Quest Academy

Income statement From 1 Jan 2024 To 31 Dec 2024

	Jan - Dec 24
Income	
4 REVENUE	
41 OPERAIONAL INCOME	
4101 Organizations donation	\$246,135
4102 Personal donations	\$75,232
Total 41 OPERAIONAL INCOME	\$321,366
Total 4 REVENUE	\$321,366
Total Income	\$321,366
Gross Profit	\$321,366
Expense	
5 EXPENSES	
501 OPERATIONAL EXPENSE	
50101 SALARIES	
501011 BASIC SALARIES	\$160,800
501012 FREE LANCERS	\$12,025
501013 Givings	\$6,688
Total 50101 SALARIES	\$179,514
50102 Courses Production	
5010203 Courses recording	\$2,099
5010204 curriculum development	\$141
5010208 Outreach materials	\$386
Total 50102 Courses Production	\$2,626
50103 Rent	
5010301 Facilities Rent	\$314
Total 50103 Rent	\$314
50105 Travel	
5010501 Air tickets	\$33,215
5010502 Accomodation	\$35,192
5010503 Visa	\$3,001
5010504 Car rental & Transporta	\$12,048
Total 50105 Travel	\$83,456
50106 Supplies	
5010601 IT & Technical supplies	\$8,248
5010602 Stationary	\$4
5010603 Other supplies	\$82
Total 50106 Supplies	\$8,334
50107 Relief	\$6,539
Total 501 OPERATIONAL EXPENSE	\$280,783
502 GENERAL & Admin	
50201 TELEPHONES	\$168
50202 HOSPETALITY	\$1,594
50205 TRANSPORTATION	\$1,542
50206 Legal fees	\$276
50209 Bank Charges	\$375
50213 Board memebbers events	\$452
50216 ICETE	\$373
50217 Insurance	\$227
50218 Currency rate difference	(\$553)
50219 Subscriptions	\$482
Total 502 GENERAL & Admin	\$4,935
504 Marketing	
50402 partnerships Conferences	\$4,275
50403 Social Media ads	\$470
50405 Printing (flyers,banners)	\$1,275
Total 504 Marketing	\$6,020
505 Dep. Expense	\$18
Total 5 EXPENSES	\$291,756
Total Expense	\$291,756
Net Income	\$29,611

## Financial Position as of 31 Dec 2024

	Dec 31, 24
<b>ASSETS</b>	
<b>Current Assets</b>	
Checking/Savings	
111 CASH ON HAND	
11103 Michael Biskales	143.45
11104 Mehrdad	1,026.00
Total 111 CASH ON HAND	1,169.45
112 CASH ON BANK	
11201 NatWest GBP	20,203.63
11202 NatWest Euro	2,485.01
11203 NatWest USD	17,636.81
11204 UWM Bank	56,779.68
Total 112 CASH ON BANK	97,105.13
Total Checking/Savings	98,274.58
Accounts Receivable	
113 ACCOUNT RECIEVABLES	
11302 Eyssa	639.33
Total 113 ACCOUNT RECIEVABLES	639.33
Total Accounts Receivable	639.33
Total Current Assets	98,913.91
<b>Fixed Assets</b>	
116 ASSETS	
11601 FIXED ASSETS	
11601001 Laptop & Printers	864.92
Total 11601 FIXED ASSETS	864.92
11602 Accumulated DEP.	
11602001 Laptop & Printers	-18.02
Total 116 ASSETS	846.90
Total Fixed Assets	846.90
<b>TOTAL ASSETS</b>	<b>99,760.81</b>
<b>LIABILITIES &amp; EQUITY</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
Accounts Payable	
211 ACCOUNT PAYABLES	
21102 Salaries Payable	16,150.00
21103 Other Payables	4,000.00
Total 211 ACCOUNT PAYABLES	20,150.00
Total Accounts Payable	20,150.00
Other Current Liabilities	
212 UNEARNED REVENUE	
21202 Unearned donations	50,000.00
Total 212 UNEARNED REVENUE	50,000.00
Total Other Current Liabilities	50,000.00
Total Current Liabilities	70,150.00
Total Liabilities	70,150.00
<b>Equity</b>	
Opening Balance Equity	
Net Income	29,610.81
Total Equity	29,610.81
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>99,760.81</b>