

STEPS Global
Charity No: 1205115
Company limited by
guarantee (England & Wales)
No: 14703506

STEPS



ANNUAL REPORT 2023/24





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WHO WE ARE

At STEPS Global, we equip people with the tools they need to overcome and find freedom from unhealthy thought and behaviour patterns in their lives, to grow in peace with themselves, God/their higher power, and others.

We believe these tools need to be accessible and available to anyone for whom this process will help them find freedom, faith, or both,

WHAT WE DO

Building on 18 years of experience as a ministry in Denmark and the UK, and having seen over 5000 people go through the STEPS process, STEPS Global launched as a charity in 2023. We resource, equip, train and support STEPS courses running across the UK and further afield. We also seek innovative ways for these tools to be accessible for all demographics and ages.



“A
12-step journey
towards
freedom”

OUR YEAR IN NUMBERS

IN 2023/2024



Income

£102,000



Total number of churches equipped in 2023/2024

18



Total number of people STEPS directly reached in 2023/24

1173



Total number of countries STEPS has started in as at 31 July 2024

8



Number of people journeying through STEPS in 2023/24

453



Total IAB downloads of The STEPS Podcast

1144 downloads



Total number of facilitators equipped

76



Total accessing our resources platform as at 31 July 2024

309



Total number of STEPS volunteers

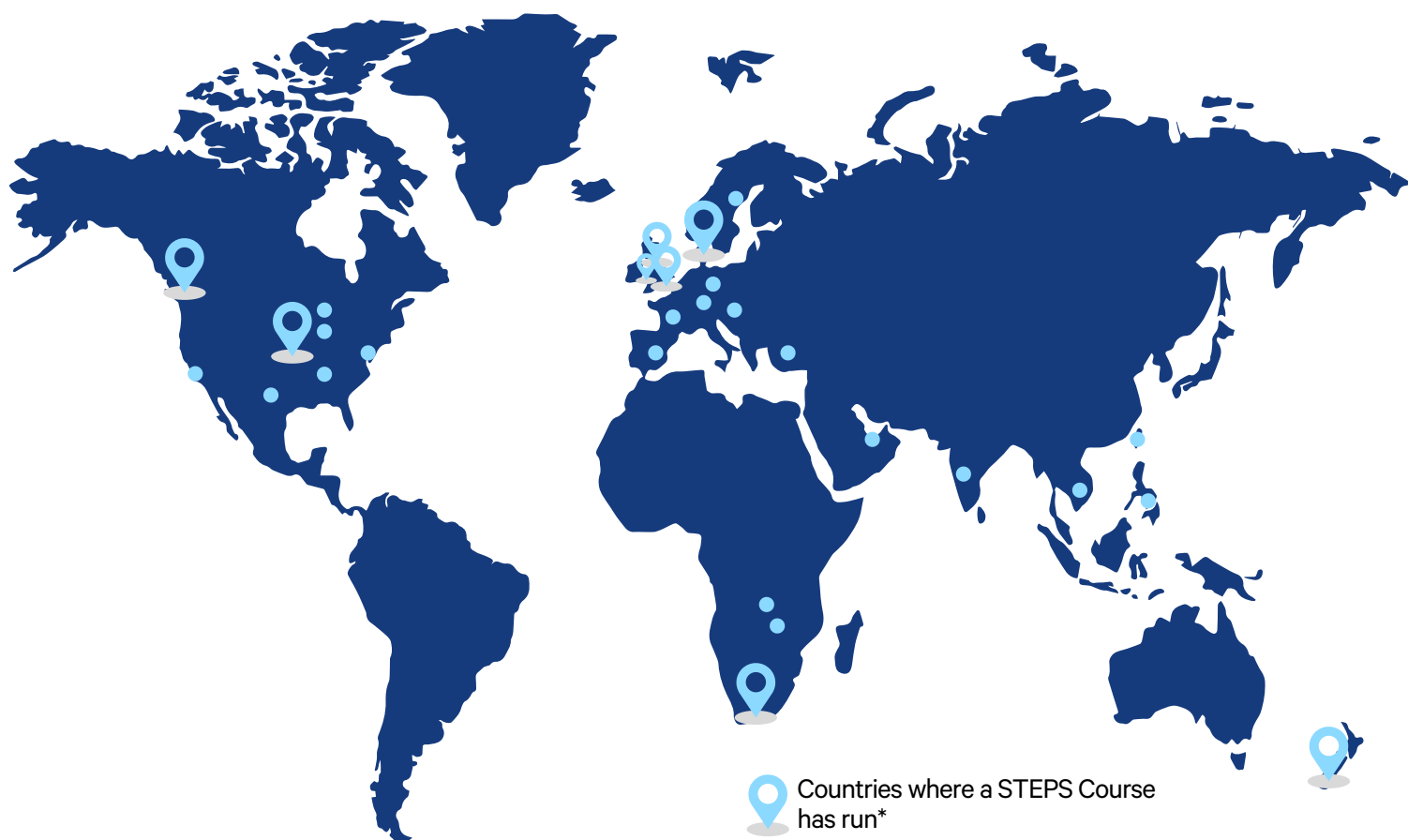
95



Resources accessed via Right Now Media June 2023-June 2024

1499 times





*As at 31 July 2024

5000

people have journeyed through
the STEPS Programme to date

50+

churches and organisations
have run STEPS with their
community

A GLOBAL REVIEW

As at 31 July 2024, STEPS Courses have been run in 8 countries, and participants have attended our UK-Online Courses from at least 19 countries. Our goal is to see this continue to grow as word of STEPS spreads more broadly. The STEPS Course is currently available in English and Danish.



VISION AND VALUES

VISION

STEPS is a transformative ministry, which serves the vision of Jesus to see people set free from anything that holds them back from living a free life.

MISSION

Our mission is to make the tools of STEPS known and accessible to everyone for whom this process is just what they need to find freedom, faith, or both.

“—
...to proclaim
freedom for the
captives...
to set the
oppressed *free*”

Luke 4: 18
(The Bible)

OUR VALUES

The values of STEPS Global emanate from the seven core values woven through the STEPS process itself. They epitomise the way in which we strive to conduct ourselves as an organisation.

PERSERVERANCE

STEPS is a process, the tools of which help us in our own walk in life. By using these tools, we continue to hold on to the truth of Jesus' teaching, about God, ourselves, and others, so that we can find freedom.

GRACE

Knowing the need of grace in their own lives, Facilitators respond in grace when dealing with themselves, their co-facilitators, participants, and even those who may disagree with the philosophy of STEPS.

COURAGE

Facilitators are courageous and respond appropriately if participants are not adhering to the Guidelines and boundaries are put in place for the group's protection.

TRUST

Facilitators trust the collective experience of those who have experienced freedom through the 12 steps, and so closely follow the Guidelines and recommended format of the group sessions.

GENEROSITY

STEPS is made available to anyone for whom the process will help them find freedom from unhelpful patterns. Finances should never be a barrier to doing the course.

HONESTY & HUMILITY

Facilitators lead by being open and honest about their own process when leading their groups, and in so doing, stay humble in their own process whilst celebrating breakthrough along the way.

LETTER FROM OUR CEO



LARS DUE-CHRISTENSEN
Chief Executive STEPS GLOBAL

As we reflect on our first year of STEPS Global, I am both humbled and inspired by the headway we have made.

This year has been a very encouraging experience, a testament to the power of community and commitment to the transformational power of the STEPS process.

Having been birthed as a ministry and successfully piloted within Christ Church London, our journey as a charity began with a clear purpose: to make the tools of STEPS accessible and available to anyone for whom the process would help them find freedom.

With this mission at the heart of our efforts, we set out to create a charity that would equip, resource and empower individuals, churches and communities/organisations to share these tools widely across all demographics. Equally we continually want to refine and develop our resources to effectively enable those journeying through the STEPS to experience transformation in their own lives, and grow in the peace they receive.

Over the course of this first period, we have been able to touch the lives of over 450 people and connect with over 1100 people to help them grow in freedom and peace.

“The true impact is seen in the hundreds of stories of how the process has healed, restored and transformed lives”

The true impact is seen in the hundreds of individual stories we have heard this year of how the process has healed, restored, and transformed hundreds of lives leading to greater peace, a renewed hope, and in many cases, a deeper faith.

We have established a strong foundation that positions us well for continued growth and impact. These achievements are a direct result of the incredible support we have received from our donors, partners, trustees and volunteers.

As we look ahead, our hope will be on expanding our reach and deepening our impact, particularly in relation to young adults. The need to help young people break isolation, anxiety, and dependency of social media is great, and we believe the tools of STEPS can help.

I would like to extend my heartfelt thanks to everyone who has contributed to our mission in this first year. Together we are building something special, and I am excited to see what we can accomplish together in the future.

With gratitude,

Lars Due-Christensen, CEO & STEPS Founder
STEPS Global

THE NEED

Everyone struggles with something.

Whether it is an unhelpful social behaviour (e.g. need to control), an emotional thought pattern (e.g. fear of failure or low self worth), a relational struggle (e.g. lack of trust) or even the more classic addictions (e.g. chemical, alcohol, gaming or pornography), we have areas in our lives that are not helping us, and in many cases, eroding our quality of life.

Whilst people are becoming more accepting of mental wellbeing issues prevalent in society, we believe there is still a scarcity of freely accessible and available tools to help individuals independently overcome everyday struggles, in community with others.

This is the need STEPS seeks to address.

20%

...Brits report low self-esteem⁽⁶⁾

66%

...Young people addicted to online porn⁽⁴⁾

12%

...of UK population struggle to control their anger⁽⁵⁾

1 in 6

...people experience anxiety/depression every week in England⁽¹⁾

36.9%

...UK users addicted to social media⁽³⁾

50%

...people in UK workplace are "running on empty"⁽²⁾

1. From Mind.org.uk
2. Personnel Today: Burnout, stress and mental ill health running rampant in UK, 2023
3. UK-rehab.com

4. Paracelsus Recovery Research, 2024
5. See Anger Management Statistics: A Sobering look. at it's destructive effects
6. CTPA Survey June 2022



Everyone struggles

with something

Low-self esteem.

Lack of boundaries. Guilt.

Lack of self care. Pride.

Need for affirmation. Isolation.

Procrastination. Self-doubt.

Alcohol. Chemical addiction.

Dishonesty. Disordered-eating.

People-pleasing. Workaholism.

Pornography. Fear of failure.

Excessive need for financial security. Jealousy.

Low-self worth. Anger.

Fear of rejection.

Need to control.

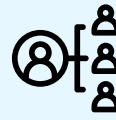
OUR STRATEGIC GOALS

STEPS Global launched operationally in August 2023, having previously been a ministry within Christ Church London (Charity No: 1111950). Since being awarded charitable status on 9 October 2023, a formal transfer from Christ Church London took place on 23 January 2024.



RESOURCE

Resource and train Facilitators across the UK and beyond to confidently facilitate STEPS in their own communities



SUPPORT

Enabling people to journey through the STEPS for themselves to find freedom



REACH

Seek innovative ways to make the tools of STEPS more available and accessible to all demographics, particularly those on the margins of society



EQUIP

Equip and encourage those having journeyed the STEPS to maintain and grow in peace

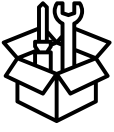
Section 172(1) Statement

In discussions and decision-making during the year ended 31 July 2024, the Trustees of STEPS Global have acted in the way that is considered in good faith, to be most likely to promote the success of the Company for the benefits of the people we support (recognised beneficiaries under company and charity law) with regards to all its stakeholders and to the matters set out in section 172(1)(a-f) of the Companies Act 2006.

Our Stakeholders

The stakeholders of the organisation include the people we support, church communities, social action projects, our employees, and the wider communities of these groups. Through active engagement such as through course evaluations, core team meetings, and ongoing feedback, the views of stakeholders are gathered throughout the year.

OUR IMPACT



Resource and train Facilitators across the UK and beyond to confidently facilitate STEPS in their own communities

Resources Website

We continued to improve upon and refine the STEPS website and Resources Website to make the STEPS Course more available and accessible. This is ongoing as we seek to build the platform to be in step with programme developments such as the podcast and Pipeline Projects. As at 31st July 2024, we had 309 Resource Users who had registered an account with our Resources website.

Digital App

As at 31 July 2024 we had 193 users of the App, with 126 of those paid users (2023: 80 users). Presently we have the STEPS Course available in English and Danish but are in the process of translating the materials to Spanish and French, and this will be made available on the App in due course (see Translations below). There are also plans to make further materials available via the App to enable it to be used as a maintenance resource for those who have journeyed through the STEPS.

“

I find I am reflecting a lot more on my process as I have always got it available on my phone to dip into.

Feedback from Digital App User

”

Right Now Media

Over the past year, our resources on Right Now Media have been viewed 1499 times (1 July 2023 - 30th June 2024). Whilst it is not possible to concretely see the impact of these resources, we have received communications from individuals, particularly in the US, who have written to thank us for the impact the materials have had on their pastoral/recovery groups and church communities. We will continue to work with Right Now Media so that we can best support and connect with those who are accessing our materials, to foster greater connection with this group of resource users.

CASE STUDY



Alistair* had a fear of not being good enough.

He wouldn't put himself forward for things or feel like his could contribute to conversations or discussions, lacking in self-confidence.

Attending A STEPS course, he found taking a short time each week to do the preparation and reflect very helpful.

“It was also really special to have a small group to share the journey with - that others have issues and not just me!”

At the end of the course he reflected:

“I have more confidence in my ability, and am much more honest when sharing what I feel. I am much kinder to myself and starting to come out of my shell, knowing God's love for me in a deeper way... I know that I am good enough just as I am”.

Information Seminars

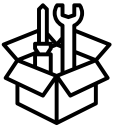
STEPS hosts 2-3 1hr online seminars annually which give an introduction to the philosophical and theological basis of the STEPS programme. These are aimed at leaders who are interested in finding out more about the STEPS process and how it fits into the bigger picture of discipleship and mental wellbeing. We have found those attending subsequently go on to journey through STEPS on one of our courses, or start running their own course.

STEPS Coaches

As part of our support to external courses, STEPS Coaches have been made available this year to any facilitator wishing to be supported through their STEPS journey. As at 31st July we had 8 STEPS Coaches available. As we have remained small, we have been using mostly the core team to coach other external courses, but have a growing group of facilitators who are experienced and could coach others as we continue to grow.

**names have been changed to protect privacy*

OUR IMPACT



Resource and train Facilitators across UK and beyond to confidently facilitate STEPS in their own communities

External Courses

Over the last year alone, we have resourced and/or supported 18 churches/organisations running a STEPS Course, with 36 STEPS Groups, and 279 Participants (including Danish National Course). Some of these have been run in tandem with our Online Courses, whilst others have been run separately, with varying degrees of support.

Through book sales, downloads of our film resources on Right Now Media, and growing Resource Account users, we know there will be other STEPs groups that have run during this period. Indeed we have received encouraging feedback from individuals from the UK and USA who have found our materials to be highly complementary to their ministries/community groups.

“ I am so grateful for you and the way that you co-ordinate, communicate, and care for the participants and facilitators in STEPS. Everything is going really well with STEPS [and] we will be launching a STEPS course for women in the fall.

Church Leader, Illinois

CASE STUDY



“ We ran Steps ‘in house’ to try it out last year following all the guidelines and help on the website, and we are completely sold on the course!

We had several amazing stories of change come out from it and we are hoping to make it a central part of our discipleship strategy and our offer to the wider community in the years to come. We already have several people in our community who are actively engaged in AA programmes and their experiences plus our experiences going through STEPS is really opening our eyes to how much the 12 steps make sense for spiritual growth.

As our church is really passionate about engaging with unchurched people we really appreciate how accessible you have made the material for somebody with no faith background. Thank you so much for making such a brilliant resource available to others!

Ministry Leader, Hampshire

Facilitator Training

Facilitator Training has been run both in the Spring and Autumn terms, supporting both internally hosted courses as well as supporting external courses. These online training sessions consist of 4 sessions, each looking at one of the four parts of the Course. Often used by facilitators who are facilitating groups concurrently, we have also seen facilitators attend to better understand the course before running a group themselves. We have found these sessions to be a place of support and encouragement to facilitators, and relationships have been fostered which help create a network of support among the STEPS community. In the last year 52 facilitators had registered for our Facilitator Training Sessions. These sessions are recorded and shared with other STEPS groups who have chosen to run at a different time to our STEPS Courses. Recordings of these live training sessions will be updated regularly and made available to facilitators.

We are continually revising and adding to our resources to assist facilitators in their role. One such development this year is a working Host Script for Facilitators.



OUR IMPACT



Enabling people to journey through the STEPS for themselves to find freedom

Hosted Courses

In partnership with Christ Church London, STEPS facilitated online STEPS Courses in Autumn 2023 and Spring 2024. A total of 132 participants journeyed through the STEPS with us on these courses, in 15 groups, and the stories of transformation and feedback arising from these courses was overwhelmingly positive. Two specific Mens' Recovery Groups were also run alongside our general course with strong feedback.

Always striving to improve and build upon our course material, a new Step 6 & 7 workshop was introduced on our Autumn 2023 and Spring 2024 Courses, which has helped participants make concrete practical steps towards change. This is now being produced as a resource for external courses wishing to run their own workshops. A Step 11 Connection Evening was also developed and feedback from the evening proved it was a helpful tool for participants in their journey.

“ I haven't used porn since the start of the course, and I am so much more in touch with myself. This has resulted in having more confidence at work, and I am so much closer with my wife.

Rich* Participant, December 2023

”

CASE STUDY



Sarah* was experiencing conflict with her husband, which in her own words, stemmed from built up unconfessed anger and fear.

As a result she sought to control her environment which included a need for things to be perfect in appearance.

Going on STEPS in Spring 2024, she found the process very helpful and even though some of the steps challenged her to face uncomfortable questions, she was able to see early in the process what were her issues to deal with and what was outside of her responsibility.

When reflecting on her process at Step 12 she said *“I feel more fully alive, released from working so hard to cover up my emotions and learning how to communicate them early. As a result I am seeing others with more mercy and grace - including my husband!... This course has helped me to know the real me, so I can act from that place. I have realised its a beautiful thing knowing Jesus meets me where I am- I don't have to attempt perfection to meet him.”*



FEEDBACK



“Significantly improved self-confidence

71%



“Increased my love for God”

87%



“Given me tools to manage life better”

94%

OUR IMPACT



Enabling people to journey through the STEPS for themselves to find freedom

Lead Pastor Courses

Led by Lars Due-Christensen, with assistance from 2 senior leaders from other churches, STEPS facilitated 2 Online Lead Pastor STEPS Courses, where 22 Church Leaders journeyed through the STEPS alongside their peers. Feedback was extremely positive, with at least 13 pastors planning on bringing STEPS to their own congregations in due course (not including those that already have run STEPS).

Danish National Online Courses

Following a successful national online course in Denmark in January 2023, STEPS launched its second Online National Danish Course in January 2024, with 135 participants from 5 churches and 1 Academy. This course was facilitated online with a mix of online and in-person groups joining or tandeming our hosted course. As with our UK Course, the stories arising from these courses were hugely encouraging, and preparations are underway for a 2025 national course.

Short Pastoral Courses

These are short STEPS-based courses (4-6 weeks) focussing on a specific area. Two courses have been written and trialled over the last 18 months - one focusing on Anxiety and the other called Hope for Disordered Eating. Feedback from these pilot courses was extremely positive, with 80% rating the Disordered Eating course "Excellent".



CASE STUDY

David* is a vicar in an Anglican church in the UK.

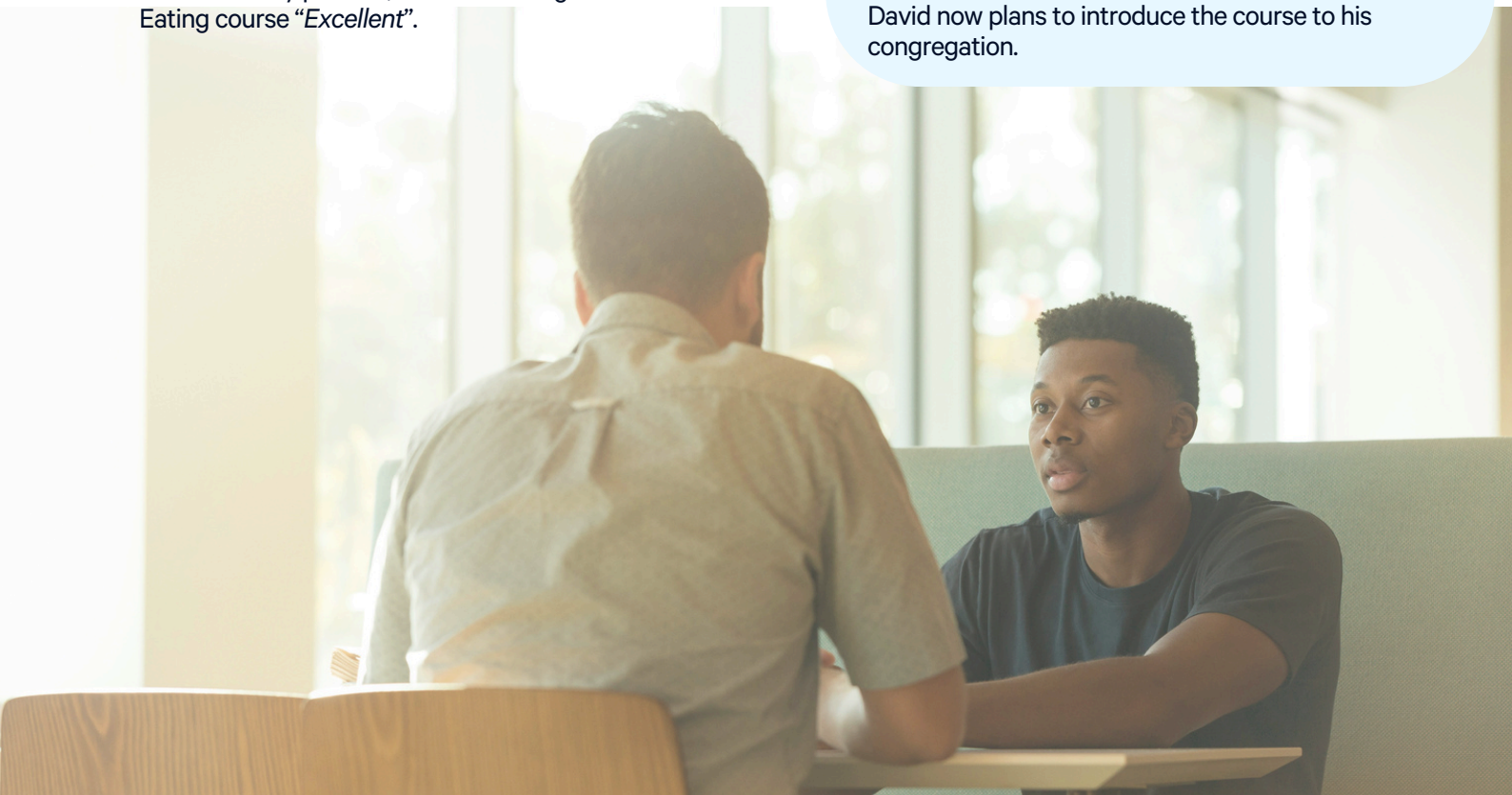
He had been thinking about what deeper discipleship could look like in his church community and how to encourage his congregants to dive deeper into spiritual and emotional maturity. He heard about STEPS through another church and came to an information session to find out more. Having heard he could try it for himself he joined a Lead Pastor Course in April 2024.

"Although I didn't try STEPS for myself, it was very easy at Step 1 to realise that I needed to work on my anger. I had tried other things to control this behaviour but was stuck in a vicious circle where I couldn't see any change."

Going through the process, he found Step 5 (Confession) particularly helpful. *"I have prayed the confession every Sunday in church for years, but STEPS made this real in a whole new way, as I started to be specific with what I was confessing. For something that had almost become rote, I was starting to take full responsibility and face reality in an important way."*

When reflecting on the course he said, *"Before STEPS I felt helpless - a victim of something I couldn't control. However, through the course, by releasing to God what I couldn't control, it has enabled me to take control of my own reactivity. I feel I am moved from being a victim to a responsible adult, and I feel better equipped with the tools for how I can work on this behaviour moving forward."*

David now plans to introduce the course to his congregation.



A LASTING LEGACY

CASE STUDY

By the time I was 17, my life was in a bad place.

When I was 12, my parents divorced. My teenage years after the divorce were challenging, and I often thought about how quickly I could move away from my home in Germany and leave all my problems behind. As soon as I finished school, I moved away, hoping it would make everything okay.

But it didn't. Everything got worse. I found myself in a circle of friends who were heavily into drinking and partying. I lived in fear, struggling with an eating disorder and having extremely low self-esteem. My desperate need for approval led me into unhealthy and controlling relationships. My life was chaotic, like a rollercoaster I couldn't get off.

When a friend I knew stopped drinking and started looking happier, I asked him what had changed. He told me about a STEPS programme he had gone through. Whilst I didn't think it sounded something for me I reluctantly agreed to try it.

I found the process fascinating. I had never experienced such honesty and openness among people before. I saw this as a chance for a new life. So, I kept going. Week after week, the group I was journeying with started to feel like family.

“— I lived in fear, struggled with an eating disorder, and had low self-esteem —”

On top of that, this Jesus the programme referred to had become real to me. I began to believe in His claims because He was meeting me where I was and helping me.

I started to see so much more peace in my life over those weeks. I even started attending church, sometimes still a little drunk, but I showed up! God was doing something in me, and I was starting to experience internal change as a result.

He must have been doing something externally too because my best friend and her brother noticed a change in me.

In time my best friend's brother and I became close. Having been through STEPS, I knew that for us to have a healthy relationship, he needed to address some of his issues, so he agreed to try STEPS. It was life-changing for him as well, and he became a Christian through the process.



Fast forward 15 years, and we are happily married with a beautiful son. Not only that, our STEPS experience has led to others around us to experience transformation in their own lives which has been beautiful to see.

It really has been a remarkable journey that God has taken me on, and I continue to do STEPS at least once a year to help navigate life's challenges and grow in peace and freedom.

The difference STEPS made in my life is nothing short of transformative. It has positively impacted every aspect of my life – how I think about myself, how I relate to others – everything is different and so much more peaceful. I can't imagine what my life would have been like without the STEPS program.

It's no exaggeration to say that the life I have today is because of STEPS. People don't believe me when I tell them how I used to live – I honestly look like a different person, in the best possible way!

“— The life I have today is because of STEPS —”

I am no longer on that chaotic rollercoaster; I can see the view from the train so much more clearly now, and it's a view filled with hope and goodness.

If you're reading this and find yourself at a place where you don't know what to do and want something to change, if you want to hope again – STEPS is the best program to experience hope and life change. It literally saved mine.

Sina

OUR IMPACT



Equip and encourage those having journeyed the STEPS to maintain and grow in peace

Monthly Insights

Part of the STEPS ministry is to equip participants with resources to help them maintain and grow in the freedom they have found as a result of the STEPS process. One of the ways we do this is through monthly insight emails, which look at the underlying principles of one of the steps and ways in which to reflect upon and apply the principle in everyday life. These insights have been developed for both Participants and Lead Pastors. As at 31 July 2024 we had 1173 people who receive these insights each month.



"Thank you for the beautiful service - and the truth of God's word this evening - it was beautiful."

Vanja, October 2023



The STEPS Podcast

The STEPS Team launched a podcast in December 2023, and as at 31st July 2024, Season 1 had been released, Season 2 was in motion, and Season 3 was in production. The aim of this podcast is two-fold: to help encourage STEP Participants continue to engage and utilise the tools learnt through their STEPS journey; and to introduce prospective participants to the process in an honest and accessible way. As at 31 July 2024 there had been 1144 IAB downloads from 21 episodes.

Serenity Services

Throughout 2023 STEPS ran monthly online Serenity Services on Sunday evenings, which provided a contemplative space for anyone to reflect and invite God into their journey. Over 200 people attended these sessions, some regularly, some on an ad hoc basis. Whilst predominantly used by those who have done STEPS before, c.30% of attendees each time were new to STEPS and we did see a few people attend a STEPS Course off the back of attending a Serenity Service. In 2024 we paused these services, and in May 2024, in partnership with Christ Church London, have launched a hybrid in-person and live streamed Serenity Service, based at Mile End.



CASE STUDY

Aisha* was struggling with self-hatred.

This was leading her to push people away and isolating herself. She was invited to try STEPS by a friend, and although she doesn't believe in God she gave it a go.

She found the process eye opening and comforting at the same time. At Step 12, she reflected on how over the last 12 weeks she has gone from hating herself to no longer feeling like she is the worst person.

She even went as far as reflecting that she is now accepting who she is and loving her current self rather than aspiring to be perfect.

Aisha said she is telling all her non-Christian friends to try STEPS for themselves, as it had helped her so much, and is keen on facilitating her own group in the future.



I am not so harsh on myself, and don't feel like I need to pretend to be someone that I am not

Aisha*, Spring 2024



OUR IMPACT



Seek innovative ways to make the tools of STEPS more available and accessible to all demographics, particularly those on the margins of society

Translations

The STEPS Course is currently available in 2 languages: English and Danish. The English version is available in hard copy and digital format, as well as an audio version. The Danish version is also available as a hard copy of digital version, and there are plans to record an audio version of the course book.

CASE STUDY



Kevin, a church planter in Spain, had noticed a rising sense of anxiety around things he was not in control of, which was affecting him physically, and which made him think he needed to do something about this. STEPS looked like it could help and so he jumped at the chance.

He found the process incredibly challenging but so releasing.

“My anxiety levels are still at times high, however, they are less high and a lot less frequent, and more importantly, I feel like I’m starting to get some tools which will help resolve it over time. I am finding I am putting the right things in place that will be the valve that releases the pressure when the moments come. I feel it has made a significant difference already and know this is just the start of the journey.”

He has also noticed a significant difference in his prayer life as a result of the process. *“Before, I think I was shouting at the ceiling rather than having intimate communion with my Father, which I experience now”. Whats more, others are starting to also see a difference: “I had feedback from a lady in church who said the way I interacted with her has become so much more gracious and kind, which was encouraging that others are starting to see a difference in me too.”*

WHAT'S IN THE PIPELINE



Seek innovative ways to make the tools of STEPS more available and accessible to all demographics, particularly those on the margins of society

At STEPS Global our goal is to make the tools of STEPS accessible and available to anyone for whom the process is what they need to find freedom from their unhelpful thought or behaviour pattern.

We have plans in the pipeline to make these tools available to the widest demographic available. We have a number of projects in our pipeline which we hope to develop subject to funding being obtained:



STEPS for Young Adults

The STEPS Young Adult Programme is a pioneering effort aimed at tackling detrimental behaviours, thoughts, and emotions in young individuals through a framework that deeply integrates biblical principles. The primary goal of the STEPS Young Adult Programme is to provide young adults, of faith or none, with the tools and support needed to navigate and overcome issues such as fear of failure, low self-worth, anger, procrastination, addiction to pornography, disordered eating, and more.

The programme seeks to foster a sense of empowerment, self-awareness, and positive change among its participants. Participants are supported in navigating interpersonal relationships, resolving conflicts, and fostering healthy communication skills. Furthermore, the programme addresses identity and existential concerns, helping young individuals explore their sense of self and find meaning in their lives.

This project will adapt and develop material that has been successfully piloted in Denmark. This adaptation process involves tailoring the content to resonate with UK-based participants while ensuring the core Christian ethos remains a central pillar of the programme. Anchored in biblical principles, it seeks to not only address psychological well-being but also to enrich spiritual growth, encouraging young people to explore and strengthen their faith as a source of support and guidance.



Stage: Fundraising in progress

**STEPS: Pastoral Courses**

These courses are in the Beta stage of development, having been successfully trialled over the last 18 months. Development will continue to produce and refine the materials for external release in due course.

**Stage: In progress****STEPS: Workshop**

STEPS workshop is a 12 step program, grounded in biblical principles. It is aimed at helping traumatised people and people with less educational background finding tools to manage life better. In a very practical way the program helps people explore their most important relationships. It provides tools both to discover the reality of our most important relationships as well as tools to live in them in a more healthy way. The underlying thesis is the attachment theory and the importance of our connection to important others.

These connections are the centre of our emotional world. Therefore our quality of life depend on them. When we experience trauma or encounter dysfunctionality in the circumstances of our upbringing we develop coping mechanisms - or simply, bad habits. They may have helped us once - but now they are damaging our relationship to ourselves and consequently to others as well. Therefore the program gives the participants tools to journey towards emotional flexibility that gives them freedom to chose healthy coping mechanisms.

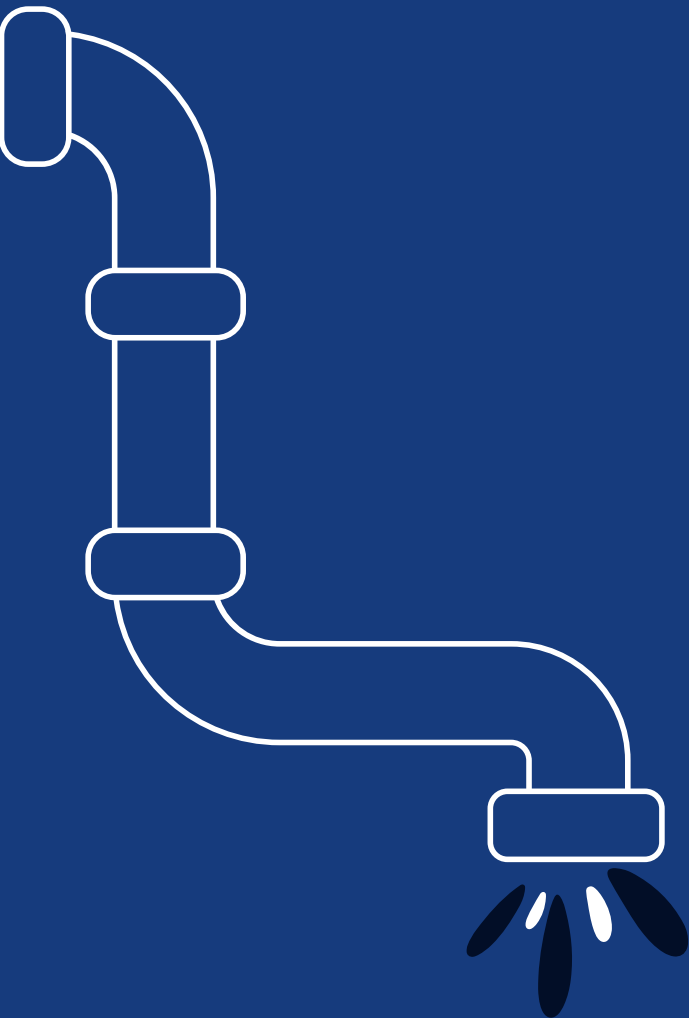
To accommodate the target group there is no preparation. There is little reading. The main learning happens through workshop based exercises. The course is presented and led by people experienced with the 12 steps process.

**Stage: Exploration Phase****STEPS: Translations**

It is our desire to see STEPS made accessible to people from all backgrounds and cultures. We have received enquiries about making the course available in languages as diverse as Cantonese, Portuguese and Turkish. Presently we are working in partnership with some of our STEPS community who are translating the material into Spanish and French. These translations will be available on our App in due course, and we will be hoping to update the website so that these translations, alongside the pertinent resources for facilitators, are easily accessible. There are also plans to trial the Spanish STEPS resources in the near future.

**Stage: In progress.**

FUTURE OBJECTIVES



Our main priorities over the course of our first year as a Charity have been two fold: to ensure our platforms and resources are accessible and robust enough to enable STEPS to expand and to secure funding to take us into our second year.

In relation to our fundraising, we have been hugely encouraged by the support from our individual donors who have continued to support STEPS Global in its infancy. In early 2024 we launched Project £30k, to secure sufficient funding from individuals and major donors to ensure we could keep going to the end of 2024 calendar year, and which raised over £29,000. We continue to have a slow but steady rise in Churches who are partnering with us, and will continue to foster these relationships.

We will spend time in the new fiscal year continuing to refine the above, with a greater focus on our fundraising; that being said our key objectives will be centred around:

- Solidifying relationships with churches who have expressed interest in STEPS;
- Increasing the awareness of STEPS through innovative approaches and marketing among Christian denominations and networks;
- Raising up new facilitators to support our hosted courses;
- Supporting new STEPS groups;
- Maintaining and improving the current materials; and
- Translations.

Financial stability is a cornerstone of all we do at STEPS Global, as we aim for a broad and diverse funding pool to sustain and grow the impact we are wanting to see. In the long term we would hope to see the majority of our operating costs covered by our individual supporters giving regularly, which when coupled with our Church Partnerships, major donors and grant bodies/foundations would enable us to grow the accessibility of these tools more widely to enable tens of thousands to be equipped to find freedom in their own lives.

OUR BOARD OF TRUSTEES



ROSS BULL

Chair

Appointed 3 March 2023

* Ross is chair of STEPS Global board. He is a retired chartered accountant, and has spent 15 years in church ministry.



TAFI MAZIKANA

Trustee

Appointed 3 March 2023

* Tafi is a co-founder and CEO of a mental health app, which aims to offer affordable mental health treatment in Africa.



HELEN MARASHA

Trustee

Appointed 3 March 2023

* Helen is co-founder of a youth charity and service leader to a central London congregation, as well as being a School Governor



SCOTT PANNELL

Trustee

Appointed 3 March 2023

* Scott is a consultant with a focus on communications and operations across various christian ministries. He is also involved in church ministry.



TONNY JACOBSEN

Trustee

Appointed 20 February 2024

* An experienced church leader in Denmark, at both local and national level, Tonny chairs the Free-Church Network and member of the Danish Council of Churches



CHERYL JACOB

Trustee

Appointed 3 March 2023, resigned 14 June 2023, reappointed 20 February 2024

* A managing director of a global development consulting firm, Cheryl specialises in strategy and innovation. She also sits on the boards of a number of social enterprises in South Africa.

EXECUTIVE TEAM

STEPS Global is led by an Executive Team, who hold responsibility for the overall direction of the charity, and setting out the vision and mission.

This team takes an overall strategic view of the direction of the charity, its broad initiatives, and safeguards the charity's core values across the various activities and operations of the charity to ensure we are working in alignment with the vision and mission. The charity also has a core team of volunteers who assist in running the courses.



Louisa co-hosts the UK Courses, and oversees safeguarding. She is also involved in the STEPS Podcast and Pastoral Courses. Her background is in HR and church pastoral ministry.

LOUISA RICHARDS

Executive Team
(Volunteer)



Adam co-hosts the UK Courses and focuses on donor communications and strategy. He is a product manager and Prop-tech specialist, specialising in financial services.

ADAM PURCELL

Executive Team
(Volunteer)



Mette is part of the Executive Team, with a focus on training and development of facilitators and STEPS Coaches. She is a senior researcher in the field of diabetes.

METTE DUE-CHRISTENSEN

Executive Team
(Volunteer)



LARS DUE-CHRISTENSEN (M. PHIL.)

Chief Executive

As Chief Executive, Lars oversees the development of the overall vision and strategy of the charity. An experienced pastor and leader, he has led in various contexts for over 30 years in Denmark and London. He hosts the Lead Pastor Courses, National Courses as well as associated events throughout the year.



POLLY ROWSELL

Executive Team

Polly is responsible for overseeing the day-to-day operational activities of the charity, as well as course logistics, the operational, finance and administrative side of the charity. She has a background in law, having worked at Linklaters for a number of years as a litigator. She has been involved in church ministry for the last 13 years.



STRUCTURE, GOVERNANCE & MANAGEMENT

STEPS Global is a private company limited by guarantee (14703506) without share capital, and a registered charity (Charity no: 1205115). The governing document of the company is the Articles of Association.

Board Appointment

The trustees on the Board are also the members of the company. The power of appointment or removal of trustees rests with the trustees. New trustees are selected from the STEPS community. They are well known to the existing Board of Trustees and have demonstrated a high level of dedication and commitment towards the aims of the charity.

Ross Bull was appointed chair on the company's incorporation, alongside Lars Due-Christensen, Scott Pannell, Helen Marasha, Cheryl Jacob and Tafi Mazikana. Lars Due-Christensen's appointment was to assist in overseeing the charity's incorporation. He stepped down on 20th November 2023, shortly after STEPS Global received charitable status.

Tonny Jacobsen was appointed as Trustee on 20th February 2024. Cheryl Jacob was reappointed to the board on the same day after having briefly resigned on 14th June 2023.

The Trustees, who meet at least three to four times a year, retain responsibility for the overall governance of the charitable company, as well as the setting and monitoring of budgets. The Staff team make day-to-day decisions on expenditure and activities. STEPS Global is led by an Executive Team, who hold responsibility for the overall direction of the charity, and setting out the vision and mission. This team takes an overall strategic view of the direction of the charity, its broad initiatives, and safeguards the charity's core values across the various activities and operations of the charity to ensure we are working in alignment with the vision and mission.

Internal Controls and Risk Management

The trustees have overall responsibility for the STEPS Global system of internal controls. Such a system can provide only reasonable, but not absolute, assurance against errors or frauds. STEPS Global operates a planning and budgeting system with an annual budget approved by the trustees. Significant changes are subject to specific approval. A finance reporting system compares results with the budget on a monthly basis.

The trustees are satisfied that systems are in place to monitor, manage, and mitigate STEPS Global's exposure to major risks. They consider that maintaining STEPS Global reserves at the policy levels and reviewing internal controls and risks will provide STEPS Global with adequate risk assurance and sufficient resources in the event of adverse conditions. They also recognise that the nature of some of STEPS Global's work requires active acceptance and management of some risks when undertaking activities to achieve the objectives of the charitable company. Monitoring of these risks takes place throughout the year. Contractual risks are reviewed before entering, to assess that they could not significantly impact the charity's ability to fulfil its objectives.

Key Management Remuneration

Salaries and remuneration for key management personnel are set by the Trustees following consultation, and those within the board with experience in charity, government, and commercial industries. The Chief Executive is not involved in approving their own remuneration.

Employees and Volunteers

The work of STEPS Global relies on the commitment and hard work of its employed staff, as well as its volunteers. STEPS Global seeks to be a workplace that represents the diversity we see in those who journey through its programmes. Our recruitment and development policies reflect our Christian values and adhere to UK legislation. At year end, the charity employed 1 part-time staff and 1 part-time consultant. Our staff supports the vision of STEPS Global, alongside the extensive input of time from the STEPS community who serve and give faithfully. In this period we had 38 core volunteers who are made up of a diverse range of ethnicities including people from Asian, African, and European descent. The staff, Executive Team and the Trustees remain responsible for the leadership and governance of the charity.

Policies and Procedures

The following policies and procedures were adopted during the year:

- > Privacy Policy
- > Safeguarding policy and Procedures.
- > Fundraising Policy
- > Equality and Diversity Policy
- > Data Protection Policy
- > Concerns and Complaints Policy and Procedures
- > Statement of Faith
- > Accountability and Whistleblowing Policy
- > Social Media Policy

Reserves Policy

The trustees are envisaging a policy of retaining reserves sufficient for the foreseeable needs of the Charity. The level of general reserves will aim to be approximately three months of the level of general expenditure.

Public Benefit

When planning activities for the year and the services available to the local community, the trustees ensure they have due regard to the public benefit guidance published by the Charities Commission, namely:

- PB1 Public Benefit: the public benefit requirement (September 2013)
- PB2 Public Benefit: running a charity (September 2013)
- PB3 Public Benefit: reporting (September 2013)
- CC15d – Charity Reporting and Accounting: The essentials March 2016 (updated July 2021)

The great majority of the charity's courses and events are open to the public and are publicised on our website, social media, and by emailed announcements.

Our STEPS supporters on our mailing list are encouraged to invite friends and family as it is a key aim of STEPS Global to attract newcomers into its various activities so that they can participate in and benefit from all that the charity has to offer.

All STEPS Global's events and activities can be accessed free of charge. When a charge has to be made (such as the purchase of the course material), every effort is made (e.g. by some form of subsidy) to ensure that the cost does not exclude those for whom the activity would be especially beneficial.

To assist us in adhering to the highest level of governance from a fundraising and safeguarding perspective, STEPS is registered with the Fundraising Regulator and Safeguarding organisation thirtyone:eight.

Trustee Responsibilities

The trustees (who are also the directors of STEPS Global for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). The trustees have adopted the provisions of 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 January 2015).

Company law 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records, which 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 Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

INDEPENDENT EXAMINER

In so far as the trustees are aware:

- there is no relevant information of which the charitable company's independent examiner is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the independent examiner is aware of that information.

Approved by the Trustees and Signed on their behalf
by:



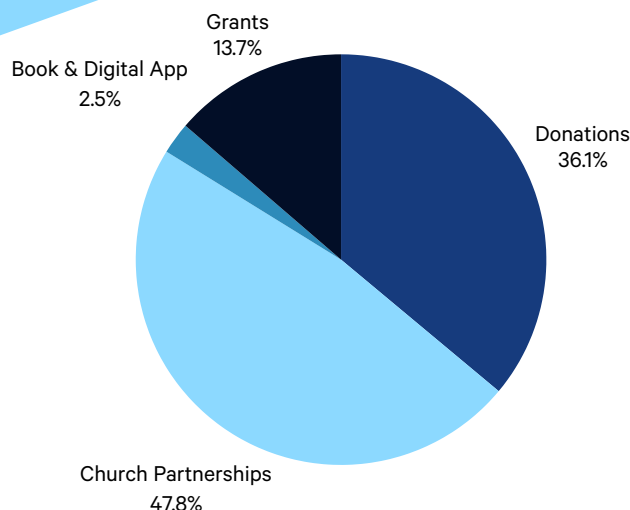
Polly Rowsell
Company Secretary
26 November 2024



Financial Review

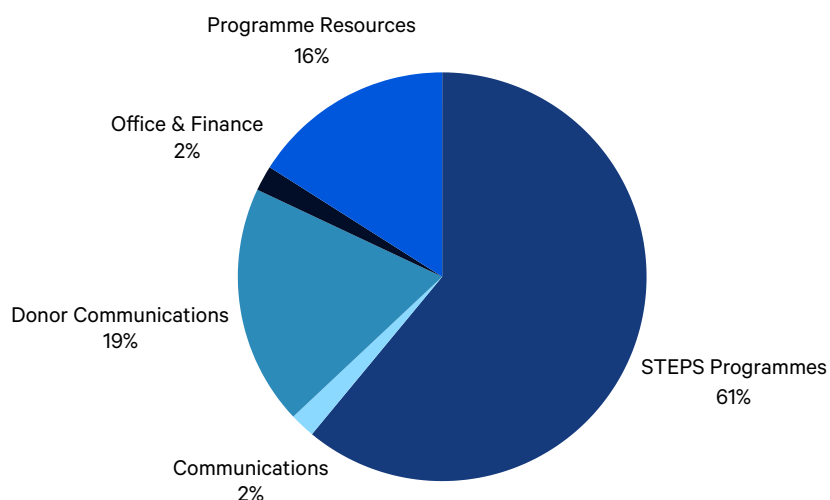
INCOMING RESOURCES

Total incoming resources for the year were £102,499. £36,986 of this income was received from individual donors. Other income includes funds received during the year from sale of books/digital app access, Church Partnerships, foundations and grants, and donations to designated Pipeline Projects.



RESOURCE EXPENDITURE

The expenditure of resources on the charity's activities during the year of £66,447 was in line with the charity's charitable aims. The categories used to present the charity's expenditure in Note 2 of the financial statements summarises the activities and undertaken by the charity. The cost categories comprise:



> STEPS Programmes (Direct Costs)

Costs directly associated with the delivery of STEPS Globals' programmes, resourcing and support activities, including staff time, materials and equipment.

> Resources & Platforms (Direct Costs)

Costs directly associated with the provision and dissemination of the charity's resources through the Digital App, Website and Resources Website, including staff time, platform costs and materials.

> Communications (Direct and Support Costs)

Communication, media, web and IT support. Includes all donor communication and management.

> Administration and Finance (Support Costs)

The administrative functions of the charity including operational administration, governance and finance.

FUNDS AND BALANCE SHEET

The principal assets are the Book Stock held totalling £5,382. Cash at bank funds held at the year-end were £27,450 representing £26,449 of general funds, and £1,001 designated funds.

Independent Examiner's Report for the period ended 31st July 2024

Independent Examiner's report to the Trustees of STEPS Global

Responsibilities and basis of report I report to the charity trustees on my examination of the accounts of the Company for the period ended 31st July 2024 set out on pages 30 – 37.

As the charity's trustees of the Company (who are also the directors of the company for the purposes of company law), you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

Having satisfied myself that the accounts of the Company are not required to be audited for this year under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ("the 2011 Act"). In carrying out my examination, I have followed the Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act.

Independent Examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 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; or
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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.

Signed Margaret Hamps
Margaret Hamps FMAAT

Date 28 November 2024

STATEMENT OF FINANCIAL ACTIVITIES

The following accounts reflect the financial period 3 March 2023 to 31 July 2024

		UNRESTRICTED FUNDS	DESIGNATED FUNDS	31 JULY 2024 TOTAL FUNDS
	Notes	£	£	£
INCOME				
Book & Digital App		2,516	0	2,516
Individual Donations		35,985	1,001	36,986
Church Partnerships		48,997	0	48,997
Grants		14,000	0	14,000
TOTAL	2	101,498	1,001	102,499
EXPENDITURE ON		0	0	0
Charitable Activities	2	66,447	0	66,447
NET INCOME/ (EXPENDITURE)		35,051	1,001	36,052
Transfers between funds		0	0	0
Net movement in funds		0	0	0
RECONCILIATION OF FUNDS				
Total funds brought forward		0	0	0
TOTAL FUNDS CARRIED FORWARD		35,051	1001	36,052

The financial statements were approved and authorised for issue by the board and were signed on its behalf on 26 November 2024.



Ross Bull, Chairman of Trustees



Scott Pannell, Trustee

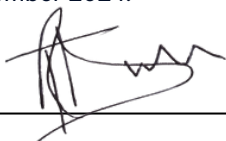


BALANCE SHEET AS AT 31 JULY 2024

The following accounts reflect the financial period 3 March 2023 to 31 July 2024

		31 JULY 2024 TOTAL FUNDS
	Notes	£
CURRENT ASSETS		
Stocks	6	5,382
Debtors	7	3,220
Cash at Bank		27,450
TOTAL		36,052
NET CURRENT ASSETS		36,052
FUNDS		
Unrestricted Funds:		
General Fund		35,051
Designated Fund		1,001
TOTAL FUNDS		36,052

The financial statements were approved and authorised for issue by the board and were signed on its behalf on 26 November 2024.



Ross Bull, Chairman of Trustees



Scott Pannell, Trustee



NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 31 JULY 2024

1. ACCOUNTING POLICIES

BASIS OF PREPARING THE FINANCIAL STATEMENTS AND ASSESSMENT OF GOING CONCERN

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

The financial statements are presented in sterling (£).

ACCOUNTING JUDGEMENTS AND ESTIMATION UNCERTAINTY

In preparing financial statements it is necessary to make certain judgements, estimated and assumptions that affect the amounts recognised in the financial statements. The following judgements and estimates are considered by the trustees to have most significant effect on amounts recognised in the financial statements.

INCOME

All income is recognised in the Statement of Financial Activities once; the charity has entitlement to the funds; it is probable that the income will be received; the amount can be measured reliably.

EXPENDITURE

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

TANGIBLE FIXED ASSETS

Only items costing over £500 and deemed to be capital in nature are capitalised and depreciated by the charitable company. Assets are measured at cost less accumulated depreciation and any accumulated impairment losses. Depreciation is provided at annual rates in order to write off each asset over its estimated useful life. All fixed assets, excepting IT equipment, are depreciated at 20% straight line. IT equipment is depreciated at 33.3% straight line.

STOCKS

On transfer from Christ Church London, we received 2493 STEPS Course books, given in kind. As at 31 July 2024 we had 2374 course books in stock. We have attributed value to the books at cost basis.

TAXATION

The charity is exempt from corporation tax on its charitable activities.

DEBTORS

Trade and other debtors are recognised at the settlement amount. Prepayments are valued at the amount prepaid.



NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 31 JULY 2024

1. ACCOUNTING POLICIES (CONT.)

CASH AT BANK AND IN HAND

Cash at bank and in hand includes cash, current bank accounts and deposit bank accounts with no withdrawal limitations.

CREDITORS

Creditors are recognised where the charity has a present obligation resulting from a past event that will result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are recognised at their settlement amount.

FUND ACCOUNTING

Unrestricted funds are those available for use at the discretion of the trustees in furtherance of the general objectives of the charitable company and which have not been designated for other purposes. Designated funds are funds that have been received as part of a particular campaign. Restricted funds are funds that have been received for particular purposes.

PENSION COSTS AND OTHER POST-RETIREMENT BENEFITS

The charitable company has made available a defined contributions pension scheme. Any contributions payable for the year are charged in the statements of financial activities.

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 settled at transaction value and subsequently measured at their settlement value.



NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 31 JULY 2024

2. DETAILED INCOME AND EXPENDITURE ACCOUNT

	UNRESTRICTED FUNDS	DESIGNATED FUNDS
	£	£
INCOME		
Church Partnerships	48,997	0
Donations (including Gift Aid)	35,985	1,001
Grants	14,000	0
STEPS Books & Digital App	2,516	0
Total	101,498	1,001
EXPENDITURE		
Charitable Activities		
STEPS Programmes	40,226	0
Resources and Platforms	10,495	0
Communications	1,306	0
Support Costs		
Donor Communications	13,190	0
Office and Finance	1,230	0
Total	66,447	0
NET MOVEMENT IN FUNDS	35,051	1,001

Our single highest value donation received from an individual during the financial period was £2500. Our single highest value donation received from a related party was £1200.



NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 31 JULY 2024

3. NET INCOME / (EXPENDITURE)

	2024
	£
Independent Examiner remuneration	0
Depreciation - owned assets	0
	0

4. TRUSTEES REMUNERATIONS AND BENEFITS

	2024
	£
Trustees' remuneration (including salary, employer Social Security costs and pension contribution)	0
	0

TRUSTEES' EXPENSES

Our CEO was briefly a Trustee (3 March 2023 to 20 November 2023) during the process of setting up STEPS Global and subsequently stepped down once the charity was established to take the role of Chief Executive Officer, for which he is paid on a consultancy basis. During the period following registration of STEPS Global as a charity to when he stepped down on 20th November 2023, he was reimbursed £4,879.20 in expenses. No other expenses were paid to trustees for the period ended 31 July 2024.



NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 31 JULY 2024

5. STAFF COSTS

	2024
	£
Salaries	13,333
Employer Social Security costs	0
Employer pension contributions	0
	13,333
The average number of monthly employees was:	
Full Time	0
Part Time	1
The number of employees whose salary exceeded £60,000 was:	0

6. STOCKS

	2024
	£
STEPS Course Books	5,382
	5,382



NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 31 JULY 2024

7. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024
	£
Other Debtors	477
Gift Aid receivable	123
Gifts Receivable	2,620
	3,220

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

None.

9. GUARANTEE STATUS

The company is limited by guarantee, which means that every member undertakes to contribute to the assets of the company in the event of a winding up, including any members up to one year after ceasing to be a member, such amounts as may be required not exceeding £10.

10. RELATED PARTY DISCLOSURES

Stuart Pannell is a Trustee of Lekose, a foundation which made donations totalling £4,000 during the financial year. There were no other related party transactions during the financial year.



CHARITY INFORMATION

STEPS Global is a private company limited by guarantee without share capital, incorporated in England on 3 March 2023.

Trustees

- > Ross Bull (Chair) (Appointed 3 March 2023)
- > Tafi Mazikana (Appointed 3 March 2023)
- > Helen Marasha (Appointed 3 March 2023)
- > Cheryl Jacob (Appointed 3 March 2023, resigned 14 June 2023, reappointed 20 February 2024)
- > Tonny Jacobsen (Appointed 20 February 2024)
- > Scott Pannell (Appointed 3 March 2023)

Executive team

- > Lars Due-Christensen (Chief Executive)
- > Polly Rowsell
- > Mette Due-Christensen
- > Adam Purcell
- > Louisa Richards

Registered Office

1-3 Coborn Street
London
E3 2AB

Independent Examiner

Margaret Hamps , FMAAT

Registered Company Number

14703506

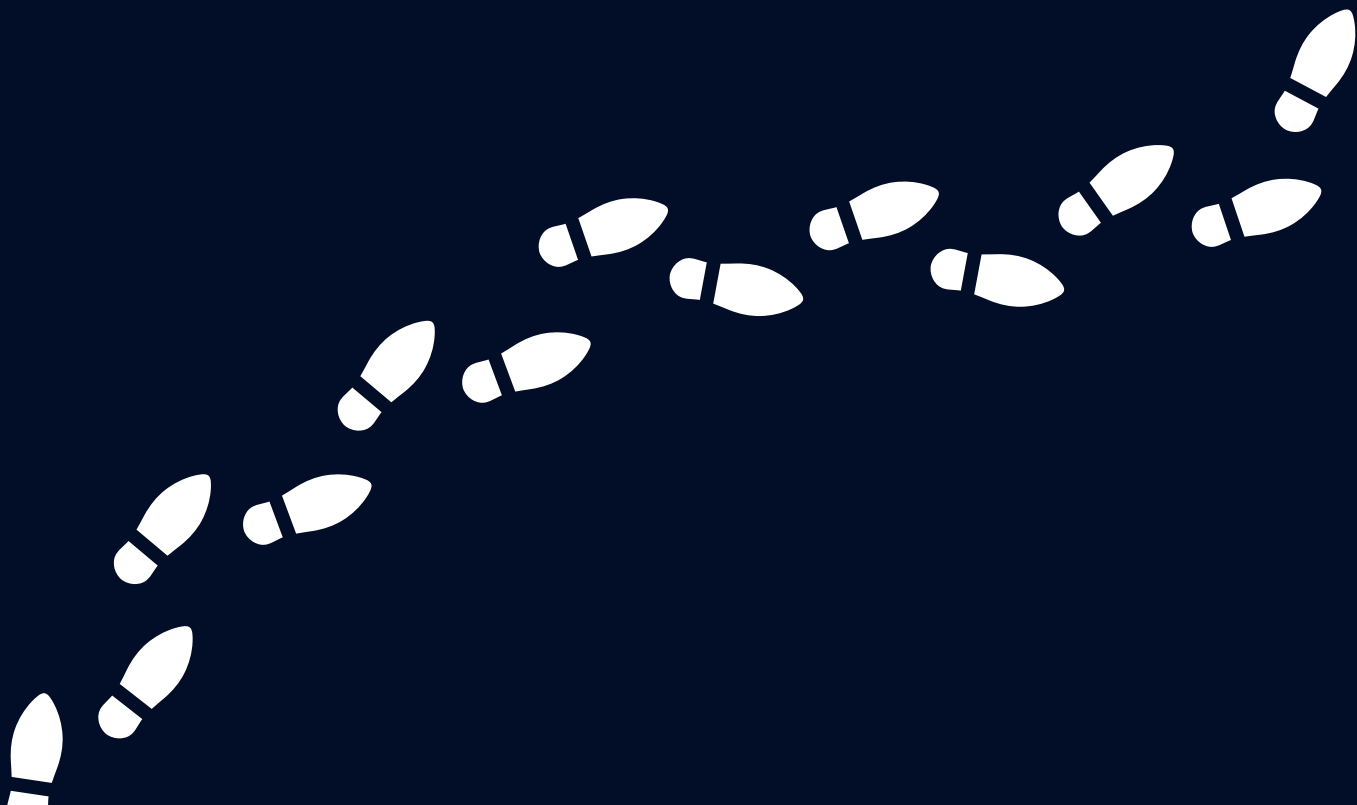
Bankers

Co-Operative Bank
Natwest Bank

Registered Charity Number

1205115

A journey
towards
freedom



HEAD OFFICE

1-3 Coborn Street
London
E3 2AB

Web: www.stepscourse.org

Resources: resources.stepscourse.org

Email: info@stepscourse.org



STEPS Global is a registered charity, no: 1205115 and a company limited by guarantee no 14703506 (England & Wales).
Registered Office: 1-3 Coborn Street, London E3 2AB

STEPS