



STEPS

ANNUAL IMPACT REPORT

2024/2025

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“A 12-step journey
towards *freedom*”



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OUR VISION & VALUES

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.

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.

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

Luke 4: 18
(The Bible)



ST=PS

Our values stem from the seven core values embedded in our process, defining how we operate as an organisation.

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.

WHAT WE DO

Building on 19 years of experience as a ministry in Denmark and the UK, and having seen over 6000 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.

OUR YEAR IN NUMBERS

2024/2025



Income
£211,309



Total number of churches and
organisations equipped in 2024/2025

25



Total number of people STEPS
directly reached in 2024/25

1,429



Total number of countries
STEPS has started in as at 31 July 2025

9



Number of people
journeying through STEPS in 2024/25

547



Total IAB downloads of
The STEPS Podcast

3,986 downloads



Total number of facilitators
equipped

74



Total accessing our resources
platform as at 31 July 2025

370



Total number of STEPS volunteers

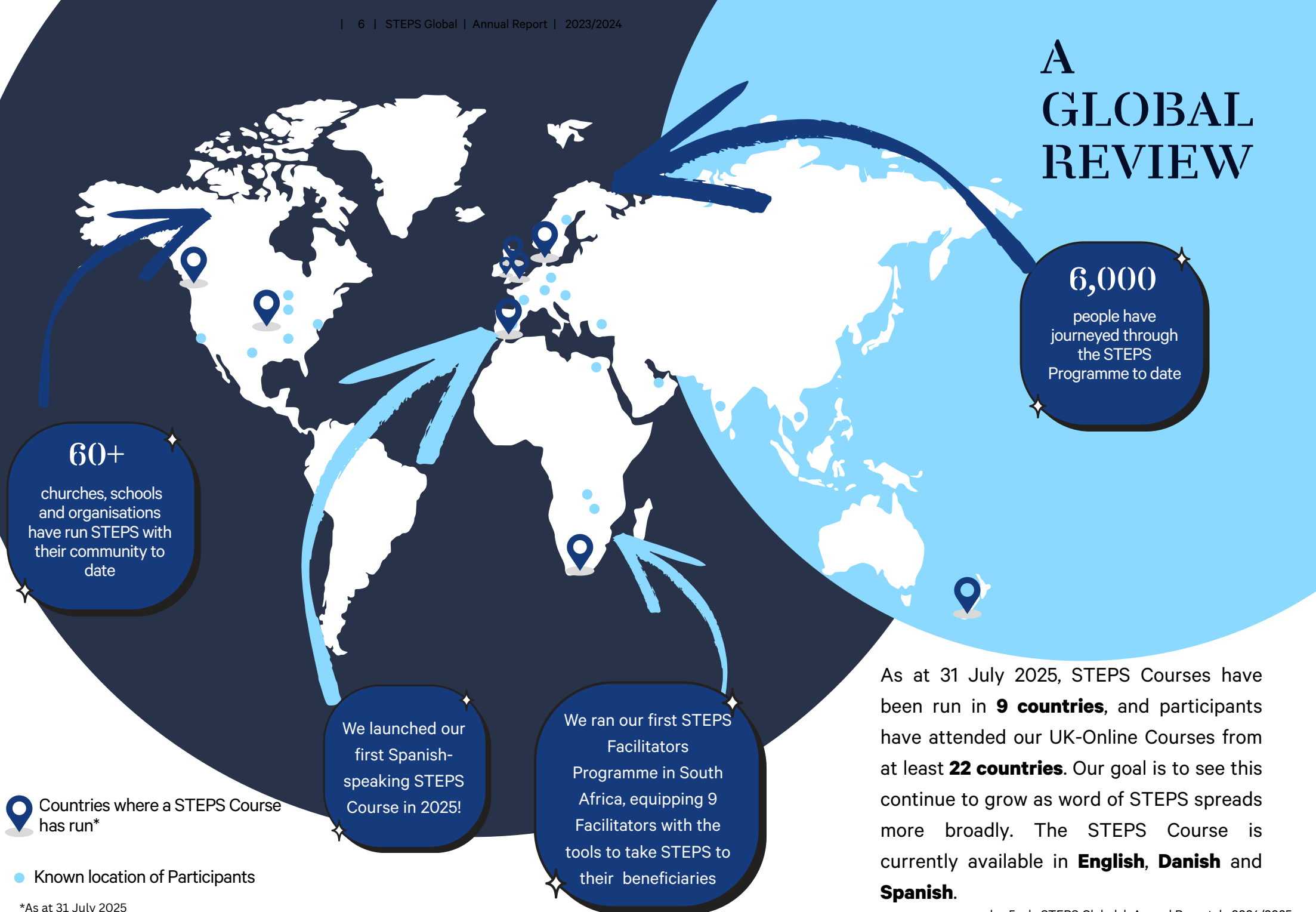
108



Resources accessed via
Right Now Media June 2024-June 2025

1185

A GLOBAL REVIEW



LETTER FROM OUR CEO

Looking back over our second year of STEPS Global, I find myself deeply grateful for the extraordinary journey we have shared together.

This year has been marked by growth and breakthrough moments, reinforcing our belief in the life-changing potential of the STEPS process.

We remain focused on ensuring that the transformative tools of STEPS reach every person who could benefit from the freedom they offer. This commitment drives everything we do as we support, train and enable individuals, churches and organisations to bring these tools to diverse communities.

This year has seen growth, with over 540 people engaging directly with the STEPS process. Behind these numbers are many personal testimonies of healing, restoration and breakthrough that fuel our passion for this work.

LARS DUE-CHRISTENSEN

Chief Executive STEPS GLOBAL



Our international expansion has gained momentum this year. The launch of our Spanish translation in Madrid opened up new communities to experience STEPS. We've enhanced our Danish resources and initiated our Portuguese translation project, extending our global footprint.

“Every life changed happens because someone chose to invest in and champion this work”

We've also seen growth in our community of practitioners. We partnered with social enterprises in South Africa, training 9 local facilitators to bring STEPS to young people. We've also welcomed a further 19 lead pastors to the STEPS community.

We are so grateful that we have secured initial funding that we need to launch the development phase of our Young Adult Programme. Seeing this vision come to life fills us with hope for this generation.

To support this growth, we've enhanced our digital presence, developing our website to serve multiple languages and reach broader audiences.

Our growth depends on passionate advocates who share STEPS within their networks. Every person reached, every life changed, happens because someone chose to invest in and champion this work.

My deepest appreciation goes to everyone who has walked alongside us this year. Your belief in our mission makes transformation possible. Together, we're witnessing something truly special unfold.

With hope and gratitude,

A stylized, handwritten signature in black ink.

Lars Due-Christensen,
CEO & STEPS Founder
STEPS Global



THE NEED

12%

...of UK population struggle to control their anger⁽⁴⁾

20%

...Brits report low self-esteem⁽³⁾

89%

...18-24 year olds say anxiety interferes with their daily lives⁽⁵⁾

50%

...people in UK workplace are "running on empty"⁽⁶⁾

37%

...UK users addicted to social media⁽⁷⁾

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.

1 in 6

...people experience anxiety/depression every week in England⁽²⁾

66%

...Young people addicted to online porn⁽¹⁾



1.Paracelsus Recovery Research, 2024

2. From Mind.org.uk

3. CTPA Survey June 2022

4. See Anger Management Statistics: A Sobering look at its destructive effects

5. Time Article, 31st August 2025

6. Personnel Today: Burnout, stress and mental ill health running rampant in UK, 2023

7. UK-rehab.com

Everyone's trying to do something...



OUR STRATEGIC GOALS

STEPS Global launched operationally in August 2023, having previously been a ministry within Christ Church London (Charity No: 1111950).



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 2025, 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*

Resourcing and training Facilitators across the UK and beyond to confidently facilitate STEPS in their own communities

“The STEPS Course is a game changer!”

Kam Singh, Leeds

”

Resources Website

This year we started the process of overhauling our website and resources platform to support multiple languages, significantly expanding global accessibility. The project included adding new resources and materials, giving facilitators more flexible options to run courses tailored to their communities.

Our English language version has launched successfully, with the Danish site planned for Autumn 2025. We would hope to have the Spanish version available by Spring 2026. As at 31st July 2025, we had 370 Resource Users (up from 309 in 2024) - a 20% increase.



Digital App

Our digital app has demonstrated strong growth, reaching 336 users by July 31st, 2025 – a 74% increase from 193 users in 2024. Paid subscriptions have grown even more impressively, jumping from 126 to 220 users, representing a 75% increase in our most engaged user base.

We've expanded the app's global reach by integrating our updated Danish Course book and launching the Spanish translation, making STEPS accessible to broader international audiences. We're actively exploring strategies to scale this platform further and enhance support for users maintaining their freedom post-journey.

Digital Publishing

To support international expansion, we launched our English Course book through Kindle Direct Publishing, eliminating prohibitive shipping costs for overseas customers. This generated 28 sales by July 31st, 2025, providing a cost-effective solution for international practitioners who previously faced significant access barriers. This strategic move enhances our global reach while making STEPS more accessible to facilitators and participants worldwide.

STEPS Coaches

We continued providing STEPS Coaches to support external facilitators throughout their course delivery. Currently, our core team provides most coaching support, though we're developing a growing pool of experienced facilitators ready to mentor others as we scale.

The Leadership and Learning Cohort will be instrumental in expanding our coaching capacity, training experienced facilitators to support the next generation of STEPS practitioners as our network grows.

“My facilitator was a wonderful support throughout.”

A Participant, Autumn 2024

FACILITATOR FEEDBACK

“The group was amazing and really helped the guys move forward into a new, more positive stage of their lives. **Many of the group members' lives have been transformed** - some are now moving into leadership positions, others have grown in confidence and **found closure from traumatic incidents**.

All have grown in confidence and are becoming the men God created them to be. We will continue to encourage the men to run their own courses and will run it again in due course. The STEPS Course is a game changer!

Kam Singh, Leeds

Information Seminars

Throughout the year, we delivered regular one-hour online seminars to introduce church leaders and other individuals to STEPS. These sessions explored the theological foundations and practical applications of the programme, helping leaders understand how STEPS integrates discipleship with mental wellbeing support and missional values.

The seminars proved particularly valuable for leaders considering STEPS for their communities, providing a accessible entry point to explore whether the programme aligned with their context and needs.

Right Now Media

Our resources on Right Now Media generated 1,185 views over the past year (July 2024 - June 2025), demonstrating consistent engagement with this distribution channel. While direct impact measurement remains challenging through this platform, the sustained viewership indicates valuable reach within their network.

We're strengthening our partnership with Right Now Media to better connect with users accessing our materials, creating pathways for deeper engagement and ongoing support for this important audience.

OUR IMPACT *Resource*

Resourcing and training Facilitators across the UK and beyond to confidently facilitate STEPS in their own communities

“ I’m becoming the person God created me to be.

A Participant, Spring 2025

”

External Courses

Over the past year, we supported 25 churches and organisations to deliver STEPS Courses, reaching 352 participants across UK and international communities. We're encouraged by the growing preference for in-person courses, which strengthens relationships and community connection. Book sales and Right Now Media analytics indicate additional groups are running independently, further extending our reach.

Facilitator Training

We run bi-annual online Facilitator Training for both internally and externally hosted courses. These sessions help new and experienced facilitators deepen their understanding of the Steps and build a supportive community network to share experience. Over the last year, 34 facilitators attended live sessions, with others accessing recordings and the STEPS Coaching. We plan to create professional recordings for greater accessibility (see Pipeline Projects). We continually revise and expand our resources, recently adding a Host Script, materials to help facilitators aid secular participants to navigate the STEPS, and new Workshop alternatives for Steps 6,7, 8 and 11.

Leadership & Learning Cohort

Recognising the critical role facilitators play in scaling our impact, we launched the Leadership & Learning Cohort to address capacity constraints and strengthen our practitioner network. This strategic initiative creates a supportive community where facilitators can connect, share experiences, and grow within a collaborative leadership framework.

The cohort provides enable leaders to connect and share experiences, feel part of a supportive community, deepen their understanding of STEPS principles from a leadership perspective, develop skills to apply STEPS tools across all life areas, and pray together in support of one another and the STEPS mission.

This investment in facilitator development we hope will directly support our growth objectives, with participants committing to lead STEPS groups annually or every 18 months over the next two to three years. The program will officially launch in Autumn 2025.





CASE STUDY

My name is Matt* and I am working on... excessive anger.

I was really finding **my anger was damaging my relationships and mental health.** I knew I needed to work on it, but I didn't realise how deep and broad the issue had become.

Doing Steps made me realise how damaged I'd become and how great the need was. **It was very difficult to confront these issues at times, but I got through it.** I was surprised at the depth of work that needed to be done.

I've seen some small changes as a result of the process and one massive one! A person in my life who I'd been harbouring huge amounts of anger and resentment towards isn't in my mind the same way anymore. I noticed after Step 5 that the anger had just gone from me. **I can't explain it. It's just not there anymore.** This is a miracle. **It's been replaced by a motivation to love and work on healing.**

My name is Jenna* and I am working on...perfectionism.

This area of my life had stolen my joy and paralysed me into inaction. It fostered a legalistic view of God and kept me from giving myself to people. **I was always fearful of people's reactions if I got something wrong,** which made me take the easy route in most situations and hide behind people-pleasing.

It was challenging but ultimately a transformative and healing process. It helped me understand why I've struggled with this fear of making mistakes. Understanding the root cause was a relief, knowing that I can surrender it to God and He can help me change not just the behaviour but the underlying issue.

Though I realise this is a long road, **I already feel lighter and closer to God and other people.** I'm more relaxed and forgiving with myself, which has led me to pursue more and take action that I would have previously found difficult. I'm much more able to observe behaviours linked to this fear, even when I can't always spot them in the moment.

OUR IMPACT

Support

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



PASTOR FEEDBACK

“

STEPS is fast becoming one of the most **significant tools for discipleship** in Life Church Southampton, helping many to find the **kind of freedom Jesus has promised** but can seem hidden behind the challenges of life.

Simon Munsie, LIFE Church Southampton

”

Hosted Courses

In partnership with Christ Church London, STEPS facilitated online STEPS Courses in Autumn 2024 and Spring 2025. 154 participants from across the UK and internationally journeyed through the STEPS, and the stories of transformation and feedback arising from these courses was overwhelmingly positive (see Feedback). A specific Mens' Recovery Groups was also run alongside our general course in the Autumn 2024.

Lead Pastor Courses

Led by Lars Due-Christensen, with assistance from senior leaders from other churches, STEPS facilitated 2 Online Lead Pastor STEPS Courses, where 22 Church Leaders journeyed through the STEPS alongside their peers. The overwhelmingly positive response has catalysed discussions about bringing STEPS to their congregations.

Danish National Online Courses

In February 2025, STEPS ran its third National Danish Online Course with 133 participants from 6 churches and 2 academies. The flexible format enabled both online and in-person groups to participate independently or in tandem with the hosted course. As with the UK courses, participant stories were deeply encouraging. Preparations are now underway for the 2026 national course.

CASE STUDY

My name is Marc* and I am working on.... **low self-worth.**

I had been recommended the course by lots of people but thought it just wasn't for me and that I could sort my low self-worth out myself. I didn't see it as a big problem but rather something to bear. I thought it only affected me before Steps, but since doing it I've seen the effects my low self-worth has had on myself, God and others.

In all honesty it was heavy going at points over the 11 weeks, but something I also wanted to keep going with and was excited for each step. **For the first time in my life it made me stop and look at myself and spend time on me and developing my character.** The challenges weren't too big to overcome and were broken into smaller parts which stopped it from being too large a mountain to climb.

I have definitely seen a change in my behaviour through the process. Although I haven't completely 'sorted out' the problem, as I naively thought at the beginning, **just the willingness to change and small changes make a large difference going forward.** Even just admitting that I struggle and naming low self-worth has been a help. **My relationship with God has deepened through this course too.**

My name is Rachael* and I am working on...**binge eating.**

I had been wanting to do this course for awhile but life and circumstances got in the way, so was relieved to finally start the process as I was desperate to stop binge eating which I could see was affecting not only my relationship with myself but those around me and my relationship with God.

It was a challenging, extremely helpful and revelatory process. **Knowing that only God could change my inner will was amazing as I had always struggled to know what was my responsibility and what was God's.** It was challenging because I didn't know what to expect and I was very emotional.

The difference this course has made has been wonderful. I am binge eating a lot less. It is not completely sorted but from having binges almost every evening before the course started, it is now only once in a while! It has shown me how to engage with God to change my character, knowing that there is a part I play but also that only God can transform my heart. I'm looking forward to enabling others to go on this journey in the future, as know I will do it again.

FEEDBACK

The STEPS Course continues to transform lives with measurable results. Feedback from 2024/2025 Courses demonstrated marked improvements on our 2023 feedback, with a particularly notable increase in self confidence (up 14%) and key relationships (up 12%), Most encouragingly, 100% of participants who completed the course reported gaining practical tools to manage life better.

76%
of participants
would consider
doing STEPS again



“After 50 years, I have finally been able to forgive my dad for leaving us all those years ago.”
A Participant, Spring 2025

99%
would share
STEPS with their
community



CASE STUDY

My name is Jon* and I am working on.... my porn addiction.

I was dealing with lust, specifically porn addiction. It ruined emotional intimacy in my relationships due to the shame I felt. This impacted how I showed up in my relationships - not feeling like I could show up as my authentic self and not being able to draw close to people due to shame. I joined Steps to experience the freedom that the Bible talks about when it states "*who the Son sets free is free indeed.*" **I was sick and tired of what seemed like a never-ending cycle.**

It was really revealing in showing where a lot of my thought patterns stems from and how I viewed God - it was so helpful in terms of thinking about my behaviour holistically. Managing work, life and having the emotional space to go through Steps was definitely challenging, and sometimes I didn't want to come to Steps if I hadn't prepared or just didn't have the emotional bandwidth, but **I tried to persevere and was so glad I did.**

Although temptation still comes up, I no longer feel bound in a cycle. I'm less on auto-drive and more aware of how I'm feeling and how I can make better decisions in the moment. I certainly hold less shame, feeling covered and loved by God, full of hope that my behaviour can change.



OUR IMPACT

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.

STEP 12 Community Groups - Pilot Programme

In Spring 2025, we piloted Step 12 Community Groups as an ongoing support initiative for STEPS participants. 55 participants registered, meeting weekly for 30 minutes in small groups of 4-5 people, running across two four-week blocks.

These sessions provided a structured space for participants to integrate STEPS principles into their daily lives through reflection, honest sharing, and mutual encouragement. The pilot adopted a low-barrier entry model with an initial four-week commitment, designed to foster a sustainable, member-led community that participants felt confident inviting others to join. Feedback was positive, and we expect to run these again in the future.

The STEPS Podcast

The aim of our 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.

Season 3 launched in January 2025, which focuses on maintaining freedom using the principles of the STEPS.

As at 31 July 2025 there had been 3986 IAB downloads from 36 episodes.

Monthly Insights

We continue to encourage all those that have gone through STEPS with further insights and encouragement on applying the 12-step principles to everyday life.

These insights are developed for both Participants and Lead Pastors. As at 31 July 2025 we had 1336 people who receive these insights each month (a 14% rise in recipients).

“The podcast was so encouraging - thanks!”

Podcast listener feedback, Jan 24

”





CASE STUDY

My name is Ambika* and I am working on.... fear of rejection.

I was in and out of abusive relationships and had problems in most of my other relationships including work, family and friends. I knew I needed to take control and change something about myself, but didn't know where to start.

The process felt very unnatural at first, but within a couple of weeks I quickly became used to it and the group felt so supportive. The process showed me that I am worthy of my own grace and worthy of Jesus' love and forgiveness.

My behaviour change will be a life's work (we are all on a journey!), but **there has been a real shift in insight for me through doing this course.**

My faith in God has increased tenfold. and **going through the STEPS was hugely influential in my decision to become baptised.** I now understand that I deserve grace and love, both from myself and from God. That is something to celebrate!

My name is Max* and I am working on...anxiety.

I was struggling with overthinking and was spiralling in anxiety. I found **I was pushing people away to avoid these emotions and wasn't sure how to sort the issue.** A friend suggested I try STEPS, and I thought I didn't have much to lose.

I was surprised by how helpful I found going through the Steps. I found the balance of recognising my helplessness and need of God and the fact that there were some things I could do something about really helpful. **The process helped me get to the root of the issue rather than just managing symptoms.**

Since doing STEPS, I am definitely more at peace with myself and am working on having a better view of God and how He sees me. I have also been more confident in my relationships with others. **I have a much greater understanding of my anxiety and a path out of it, rather than just coping with it.**

OUR IMPACT *Reach*

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

SA Facilitator Training Programme

In partnership with E-squared Investments, STEPS launched a Facilitator Training Programme designed to empower social enterprise organisations across South Africa to deliver STEPS courses within their communities.

The programme attracted strong interest, with 22 applications received from social enterprises and 16 facilitators beginning the training. Participants experienced STEPS firsthand whilst simultaneously developing the skills to facilitate their own groups—a dual approach that proved effective.

Nine facilitators successfully completed the programme, with exceptional feedback highlighting its transformative impact:

- 85% reported increased spiritual connection
- 100% experienced improved self-confidence
- 100% noted strengthened relationships with key people in their lives

This initiative marks an important milestone in STEPS' growth across South Africa, establishing a foundation of trained facilitators who we hope will be able to bring the programme to new communities and organisations throughout the country.

“ Everyone needs this kind of space to heal

A Facilitator, SA Programme ”

“ It has been life-changing for me!

A Facilitator, SA Programme ”

“ I have seen a change in how I relate and talk to myself...I allow myself now to say yes even when I feel unworthy or incapable.

A Facilitator, SA Programme ”



OUR IMPACT

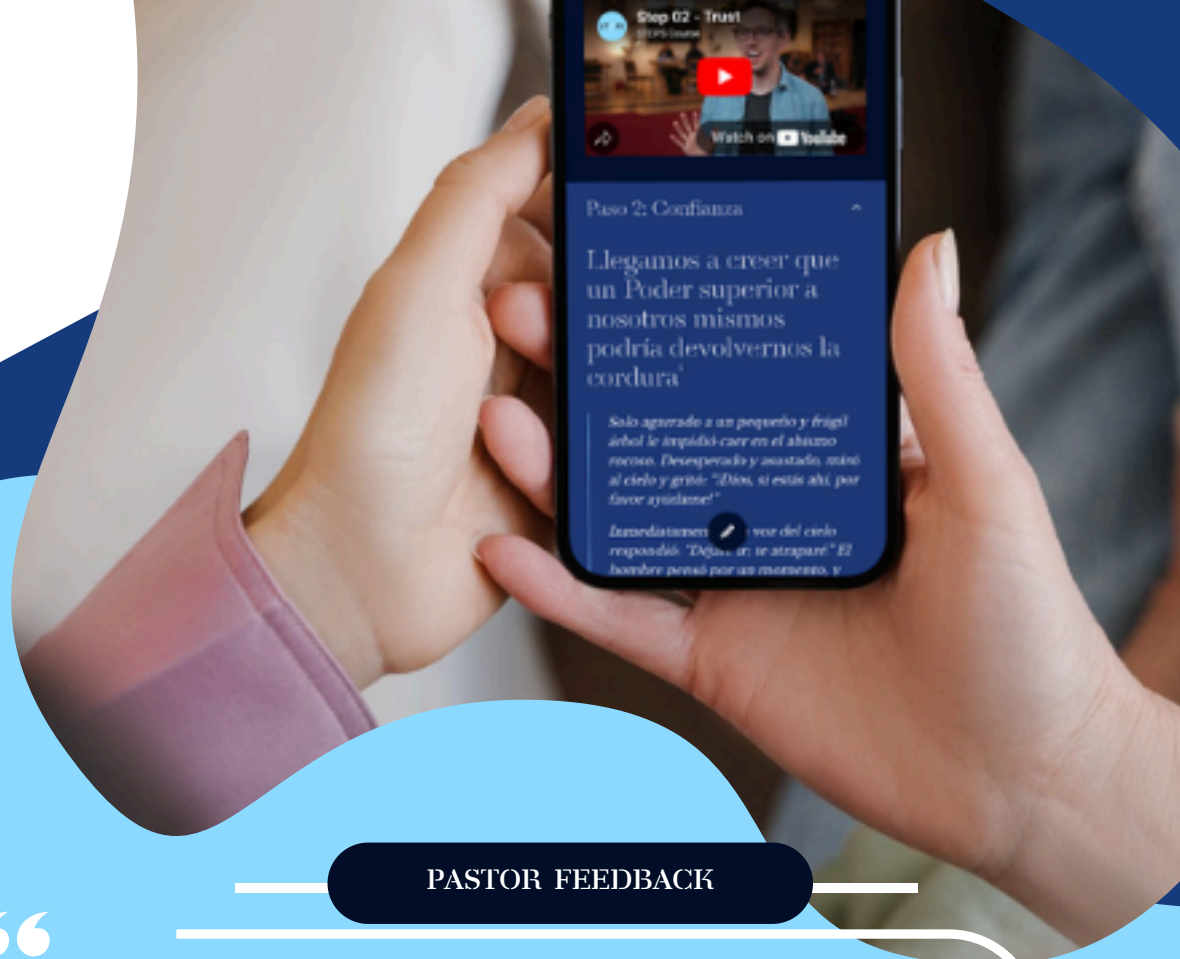
Reach

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

STEPS in Spanish

This year marked a major breakthrough with the launch of our Spanish translation, created in partnership with a team in Madrid. The response has been remarkable - the local Spanish Church ran two pilot courses back-to-back, with the second starting as soon as the first ended due to level of interest shown.

Following these highly successful pilots, we're now rolling out Spanish materials across our platforms. The course book is available on our digital app, and we're working on a Spanish website to house all translated resources, bringing STEPS to Spanish-speaking communities around the world.



PASTOR FEEDBACK

“

After our first STEPS Course involving 8 members of our church, we decided to open it up to the rest of the congregations and we had 24 people sign up for the second course.

It has been a highly useful tool for us to help build stronger, more real relationships. **Some people experienced an oasis in the week where they could connect, felt listened to and understood.** Others have found they could use the tools taught on the course bringing ongoing freedom. **We have also seen marriages strengthened and a release of leaders to take on responsibilities they would not have been able to do, had they not have done the course.**

Kevin Bartlett, Pastor, Madrid

”



CASE STUDY

My name is Mabel* and I am working on... fear of rejection.

I just wanted to say that I am so glad I decided to do Steps for a second time. There were moments when I questioned whether I had made the right choice, but over the last few weeks I have just felt such a lightness in my whole being.

Since I experienced the power of God's forgiveness, it is hard to put into words just how I feel. After 50 years, I have finally been able to forgive my dad for leaving us all those years ago. And being able to make amends to him and to ask for his forgiveness for not going to see him that last time in hospital, has finally helped my heart and soul to heal.

I've left my burdens of guilt and shame at the foot of the Cross and it's time to move on.

PIPELINE PROJECTS

Resource | Support | Equip | Reach

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 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 materials into Portuguese and French.



Stage: In progress

PIPELINE PROJECTS

Resource | Support | Equip | Reach

STEPS for Youth

What is it?

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, social media addictions 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. 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.

Status

We have raised sufficient funds to commence Phase 1 of this Project in Autumn 2025 (Development Phase). The aim will be to begin the pilot phase in early 2026.



Stage: In progress



PIPELINE PROJECTS

Resource | Support | Equip | Reach

Facilitator Training Videos

We initiated a project to create professional video recordings of our Facilitator Training sessions. This initiative will make training accessible to those unable to attend our bi-annual live events, removing scheduling barriers for potential facilitators.



Stage: In Progress

STEPS: Workshops

STEPS workshop is a 12-step programme grounded in biblical principles and attachment theory, designed to help traumatised individuals and those with limited educational backgrounds develop healthier life management tools.

Through practical, workshop-based exercises requiring minimal reading or preparation, participants explore their most important relationships and learn to recognise unhealthy coping mechanisms developed through trauma or dysfunctional upbringing.

The programme provides tools to build emotional flexibility, enabling participants to choose healthier ways of relating to themselves and others. Sessions are led by facilitators experienced in the 12-step process.



Stage: Exploration Phase

STEPS: Pastoral Courses

These courses are in the Beta stage of development, having been successfully trialled over the last 2 years. Development will continue to produce and refine the materials for external release in due course.



Stage: In progress

FUTURE OBJECTIVES

Resource | Support | Equip | Reach

As we enter our third year, we're building on the strong foundations established during our first two years. Having strengthened our platforms and resources, and successfully expanded with our Spanish translation, we're now focused on sustainable growth and deeper impact.

Our key objectives for the coming year are:

- **Scaling international reach:** launching our Danish and Spanish platforms whilst exploring new language partnerships
- **Developing STEPS for Young Adults:** moving into active development and pilot delivery, whilst continuing to secure outstanding funding required to get this programme to Phase 3 and Roll out.
- **Expanding our STEPS Facilitator Network:** Growing facilitators and coaches through our Leadership & Learning Cohort
- **Strengthening and Growing Church Partnerships:** Deepening relationships with existing partners while building new inter-denominational connections
- **Achieving financial sustainability:** continuing to diversify our funding base through increased individual giving, church partnerships, major donors and foundations/grants.

While church partnerships and individual giving have grown more gradually than hoped, we've been encouraged by generous major donors and successful foundation grants that have enabled our project-based work, particularly the Young Adult Programme. Looking ahead, financial sustainability remains central to our mission.

We're working towards a diversified funding model where regular individual supporters and church partnerships will form the foundation of our operating costs, complemented by major donors and grant funding. This balanced approach will enable us to scale STEPS sustainably, equipping tens of thousands to experience genuine freedom and transformation.

OUR BOARD OF TRUSTEES



**ROSS
BULL**
Trustee

Ross is a retired chartered accountant, and has spent 15 years in church ministry.

Appointed 3 March 2023



**SCOTT
PANNELL**
Chair

Scott was appointed Chair of STEPS Global in June 2025. He is a consultant with a focus on communications and operations across various christian ministries. He is also involved in church ministry.

Appointed 3 March 2023



**HELEN
MARASHA**
Trustee

Helen is co-founder of a youth charity Big KID Foundation, as well as being a School Governor.

Appointed 3 March 2023



**TAFI
MAZIKANA**
Trustee

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

Appointed 3 March 2023, Resigned 24th October 2025



**CHERYL
JACOB**
Trustee

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.

Appointed 20 February 2024



**TONNY
JACOBSEN**
Trustee

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

Appointed 20 February 2024



**LARS DUE-
CHRISTENSEN**
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.



**LOUISA
RICHARDS**
Executive Team (Volunteer)

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.



**METTE DUE-
CHRISTENSEN**
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.



**POLLY
ROWSSELL**
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.



**ADAM
PURCELL**
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.

& EXECUTIVE TEAM

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. No new appointments were made during the year. Ross Bull stepped down as Chair during the year, but continues to serve as a Trustee, for which we are grateful. Scott Pannell was appointed as the new Chair of Trustees.

The Trustees, who meet at least three times a year, (whether as a whole board or in sub-committees alongside the Executive Team), 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] **[PR to recalculate for 24/25]** 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.

Policies and Procedures (cont)

- > 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 have examined the charity's requirements for reserves in light of the main risks to the organisation. The Trustees have established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should be 3 month's expenditure. This represents approximately £37,500 on current activity levels. As at 31 July 2025 STEPS Global held unrestricted reserves of £67,423, which represents approximately 5 months of expenditure. The Trustees consider this level of reserves to be appropriate given the expected expenditure of the current year. The Trustees will review the reserve policy annually to ensure it remains appropriate for STEPS' circumstances and activities. We envisage spending both the Youth Project and Danish Project budgets over the course of the coming year.

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:

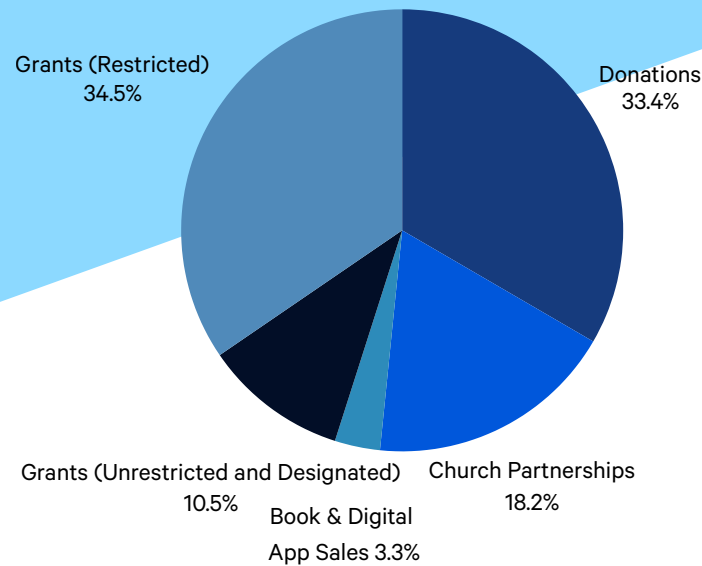


Polly Rowsell
Company Secretary
25th November 2025

Financial Review

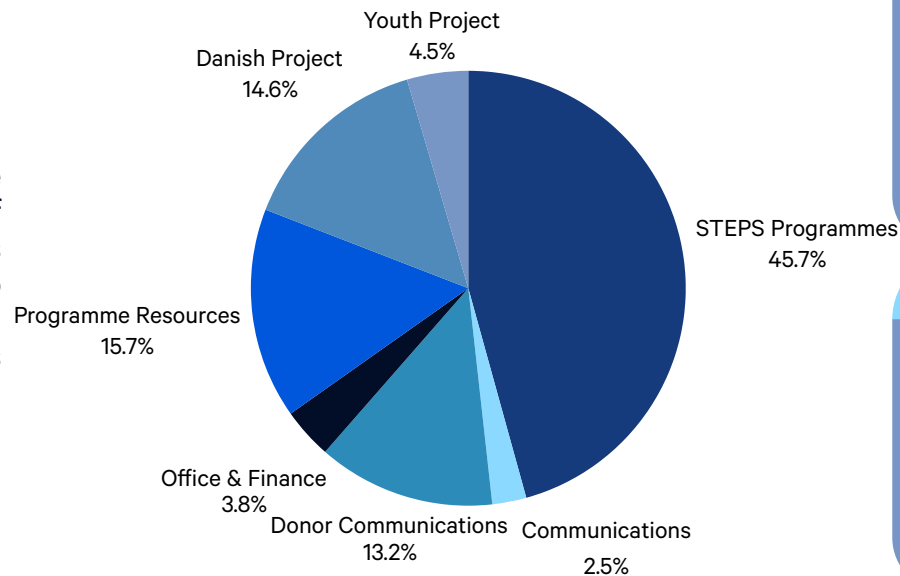
INCOMING RESOURCES

Total incoming resources for the year were **£211,310**. £70,547 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 different Pipeline Projects.



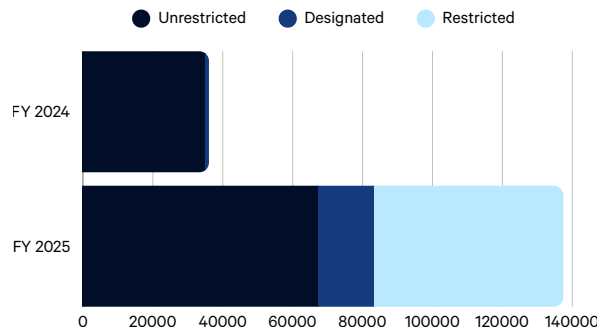
RESOURCE EXPENDITURE

The expenditure of resources on the charity's activities during the year of **£109,930** 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.



FUNDS AND BALANCE SHEET

The principal assets are the Book Stock held totalling £4,750. Cash at bank funds held at the year-end were £122,849 representing £62,840 of general funds, £16,001 designated and £44,008 restricted funds. Debtors totalled £10,000 for Restricted and £303 for unrestricted funds.



STEPS Programmes (Direct Costs)

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

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 & Support Costs)

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

Admin & Finance (Support Costs)

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



Independent Examiner's Report for the period ended 31st July 2025

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 2025 set out on pages 31 to 35.

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 26th November 2025

STATEMENT OF FINANCIAL ACTIVITIES

BALANCE SHEET AS AT 31 JULY 2025


The following accounts reflect the financial period 1 August 2024 to 31 July 2025

| | | UNRESTRICTED FUNDS | DESIGNATED FUNDS | RESTRICTED FUNDS | TOTAL 2025 | TOTAL 2024 |
|-------------------------------|-------|--------------------|------------------|------------------|------------|------------|
| | Notes | £ | £ | £ | £ | £ |
| INCOME | | | | | | |
| Book & Digital App | | 7,013 | 0 | 0 | 7,013 | 2,516 |
| Individual Donations | | 55,547 | 15,000 | 0 | 70,547 | 35,985 |
| Church Partnerships | | 38,496 | 0 | 0 | 38,496 | 48,997 |
| Grants | | 14,651 | 0 | 80,603 | 95,254 | 14,000 |
| STEPS: Workshops (Designated) | | 0 | 0 | 0 | 0 | 1,001 |
| TOTAL INCOME | | | | | | |
| | 2 | 115,707 | 15,000 | 80,603 | 211,310 | 102,499 |
| EXPENDITURE ON | | | | | | |
| Raising funds | | 5,420 | 0 | 0 | 5,420 | 0 |
| Charitable Activities | | 70,247 | 0 | 26,595 | 96,842 | 52,027 |
| Support Costs | | 7,668 | 0 | 0 | 7,668 | 14,420 |
| TOTAL EXPENDITURE | | | | | | |
| | 2 | 83,335 | 0 | 26,595 | 109,930 | 66,447 |
| NET INCOME/ (EXPENDITURE) | | | | | | |
| | | 32,372 | 15,000 | 54,008 | 101,380 | 36,052 |
| Transfers between funds | | | | | | |
| | | 0 | 0 | 0 | 0 | 0 |
| Net movement in funds | | | | | | |
| | | 32,372 | 15,000 | 54,008 | 101,380 | 36,052 |
| RECONCILIATION OF FUNDS | | | | | | |
| Total funds brought forward | 9 | 35,051 | 1,001 | 0 | 36,052 | 0 |
| TOTAL FUNDS CARRIED FORWARD | | | | | | |
| | 9 | 67,423 | 16,001 | 54,008 | 137,432 | 36,052 |

| | | 31 JULY 2025 TOTAL FUNDS | 31 JULY 2024 TOTAL FUNDS |
|---------------------------------------|-------|--------------------------|--------------------------|
| | Notes | £ | £ |
| CURRENT ASSETS | | | |
| Stocks | 6 | 4,750 | 5,382 |
| Grants Receivable | 7 | 10,000 | 0 |
| Gifts Receivable | 7 | 303 | 2,743 |
| Debtors | 7 | 0 | 477 |
| Cash at Bank | | 122,849 | 27,450 |
| TOTAL | | | |
| | | 137,902 | 36,052 |
| CREDITORS | | | |
| Amounts falling due within one year | 8 | 470 | 0 |
| NET CURRENT ASSETS | | | |
| | | 137,432 | 36,052 |
| TOTAL ASSETS LESS CURRENT LIABILITIES | | | |
| | | 137,432 | 36,052 |
| FUNDS | | | |
| General Fund | | 67,423 | 35,051 |
| Designated Fund | | 16,001 | 1,001 |
| Restricted Fund | | 54,008 | 0 |
| TOTAL FUNDS | | | |
| | | 137,432 | 36,052 |

The financial statements were approved and authorised for issue by the board and were signed on its behalf on 25th November 2025.


Ross Bull, Trustee


Scott Pannell, Trustee

NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 31 JULY 2025

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

As at 31 July 2025 we had 2083 course books in stock (31 July 2024: 2374). 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.

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 set aside by the Trustees for a particular project or purpose. 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 2025

2. DETAILED INCOME AND EXPENDITURE ACCOUNT

| | | UNRESTRICTED FUNDS | DESIGNATED FUNDS | RESTRICTED FUNDS | TOTAL 2025 | 2024 |
|--------------------------------|-------|--------------------|------------------|------------------|----------------|----------------|
| | Notes | £ | | £ | | £ |
| INCOME | | | | | | |
| Church Partnerships | | 38,496 | 0 | 0 | 38,496 | 48,997 |
| Donations (including Gift Aid) | | 55,547 | 15,000 | 0 | 70,547 | 35,985 |
| Grants | 9 | 14,651 | 0 | 80,603 | 95,254 | 14,000 |
| STEPS Books & Digital App | | 7,013 | 0 | 0 | 7,013 | 2,516 |
| STEPS: Simplified | | 0 | 0 | 0 | 0 | 1,001 |
| Total | | 115,707 | 15,000 | 80,603 | 211,310 | 102,499 |
| EXPENDITURE | | | | | | |
| Raising Funds | | 5,420 | 0 | 0 | 5,420 | 0 |
| Charitable Activities | | | | | | |
| STEPS Programmes | | 50,239 | 0 | 0 | 50,239 | 40,226 |
| Danish Project | | 0 | 0 | 21,595 | 21,595 | 0 |
| Youth Project | | 0 | 0 | 5,000 | 5,000 | 0 |
| Resources and Platforms | | 17,220 | 0 | 0 | 17,220 | 10,495 |
| Communications | | 2,788 | 0 | 0 | 2,788 | 1,306 |
| | | 70,247 | 0 | 26,595 | 96,842 | 52,027 |
| Support Costs | | | | | | |
| Donor Communications | | 3,595 | 0 | 0 | 3,595 | 13,190 |
| Office and Finance | | 4,073 | 0 | 0 | 4,073 | 1,230 |
| | | 7,668 | 0 | 0 | 7,668 | 14,420 |
| Total | | 83,335 | 0 | 26,595 | 109,930 | 66,447 |
| NET MOVEMENT IN FUNDS | | | | | | |
| | | 32,372 | 15,000 | 54,008 | 101,380 | 36,052 |

Our single highest value donation received from an individual during the financial period was £15,000. Our single highest value donation received from a related party was £2,000.

3. NET INCOME / (EXPENDITURE)

| | 2025 | 2024 |
|-----------------------------------|------|------|
| | £ | £ |
| Independent Examiner remuneration | 0 | 0 |
| Depreciation - owned assets | 0 | 0 |
| | 0 | 0 |

4. TRUSTEES REMUNERATIONS AND BENEFITS

| | 2025 | 2024 |
|--|------|------|
| | £ | £ |
| Trustees' remuneration (including salary, employer Social Security costs and pension contribution) | 0 | 0 |
| | 0 | 0 |

TRUSTEES' EXPENSES

No expenses were paid to trustees for the year ended 31 July 2025 (2024: £0).

NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 31 JULY 2025

5. STAFF COSTS

| | 2025 | 2024 |
|--|---------------|---------------|
| | £ | £ |
| Salaries | 29,888 | 13,333 |
| Employer Social Security costs | 0 | 0 |
| Employer pension contributions | 0 | 0 |
| | 29,888 | 13,333 |
| The average number of monthly employees was: | | |
| Full Time | 0 | 0 |
| Part Time | 1 | 1 |
| | | |
| The number of employees whose salary exceeded £60,000 was: | 0 | 0 |

6. STOCKS

| | 2025 | 2024 |
|--------------------|--------------|--------------|
| | £ | £ |
| STEPS Course Books | 4,750 | 5,382 |
| | 4,750 | 5,382 |

7. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

| | 2025 | 2024 |
|--------------------------------|---------------|--------------|
| | £ | £ |
| Other Debtors | 0 | 477 |
| Grants Receivable (Restricted) | 10,000 | 0 |
| Gift Aid receivable | 303 | 123 |
| Gifts Receivable | 0 | 2,620 |
| | 10,303 | 3,220 |

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

| | 2025 | 2024 |
|-----------------|------------|----------|
| | £ | £ |
| Other Creditors | 470 | 0 |
| | 470 | 0 |

NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 31 JULY 2025

9. MOVEMENT IN FUNDS

| | As at 1 August 2024 | Incoming Resources | Resources Expended | As at 31 July 2025 |
|-------------------------------|---------------------|--------------------|--------------------|--------------------|
| | £ | £ | £ | £ |
| Unrestricted Funds | | | | |
| General Fund | 35,051 | 115,707 | 83,335 | 67,423 |
| TOTAL Unrestricted | 35,051 | 115,707 | 83,335 | 67,423 |
| Designated Funds | | | | |
| STEPS: Simplified | 1,001 | 0 | 0 | 1,001 |
| Youth Project | 0 | 15,000 | 0 | 15,000 |
| TOTAL Designated Funds | 1,001 | 15,000 | 0 | 16,001 |
| Restricted Funds | | | | |
| Youth Project | 0 | 38,000 | 5,000 | 33,000 |
| Danish Project | 0 | 42,603 | 21,595 | 21,008 |
| Total Restricted Funds | 0 | 80,603 | 26,595 | 54,008 |
| TOTAL | 36,052 | 211,310 | 109,930 | 137,432 |

Purpose of Restricted Funds

Youth Project (Restricted)

This fund represents restricted income received to finance the development and roll out of the Young Adult Programme. During the year, £38,000 was raised for this project, with donor-imposed restrictions. Expenditure of £5,000 was incurred on the initial development of the materials, leaving £33,000 available to support the continued development of the programme.

Danish Project

This fund represents restricted income received to support the development of updated resources for the Danish STEPS Course Materials. During the year £42,603 was raised as restricted funds for this project, and £21,595 was spent on developing the new Course book and website platform to host the Danish course materials, leaving £21,008 to continue this project.

Purpose of Designated Funds

STEPS: Simplified This fund has been designated by the Trustees in relation to the exploration phase of this programme, which seeks to make the tools of STEPS accessible for those who need more support to access the programme. No income was raised and no expenditure was incurred in the year on this project, with £1,001 available for this project.

Youth Project (Designated)

Additionally, £15,000 was transferred from general unrestricted funds and designated by the Trustees to support this project.

COMPARATIVE MOVEMENT IN FUNDS

| | As at 1 August 2023 | Incoming Resources | Resources Expended | Transfers between funds | As at 31 July 2024 |
|--|---------------------|--------------------|--------------------|-------------------------|--------------------|
| | £ | £ | £ | £ | £ |
| Unrestricted Funds | | | | | |
| General Fund | 0 | 101,498 | 66,447 | 0 | 35,051 |
| TOTAL Unrestricted | 0 | 101,498 | 66,447 | 0 | 35,051 |
| Designated Funds | | | | | |
| STEPS: Simplified | 0 | 1,001 | 0 | 0 | 1,001 |
| Youth Project | 0 | 0 | 0 | 0 | 0 |
| Restricted Funds | | | | | |
| Youth Project | 0 | 0 | 0 | 0 | 0 |
| Danish Project | 0 | 0 | 0 | 0 | 0 |
| Total Designated/Restricted Funds | 0 | 1,001 | 0 | 0 | 1,001 |
| TOTAL | 0 | 102,499 | 66,447 | 0 | 36,052 |

10. 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.

11. RELATED PARTY DISCLOSURES

Scott Pannell is a Trustee of Lekose, a foundation which made donations totalling £3,000 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 until 10th June 2025*)
- > Tafi Mazikana (*Resigned 24th October 2025*)
- > Helen Marasha
- > Cheryl Jacob
- > Tonny Jacobsen
- > Scott Pannell (*appointed Chair 10th June 2025*)

Registered Office

1-3 Coborn Street
London
E3 2AB

Registered Company Number

14703506

Registered Charity Number

1205115

Executive team

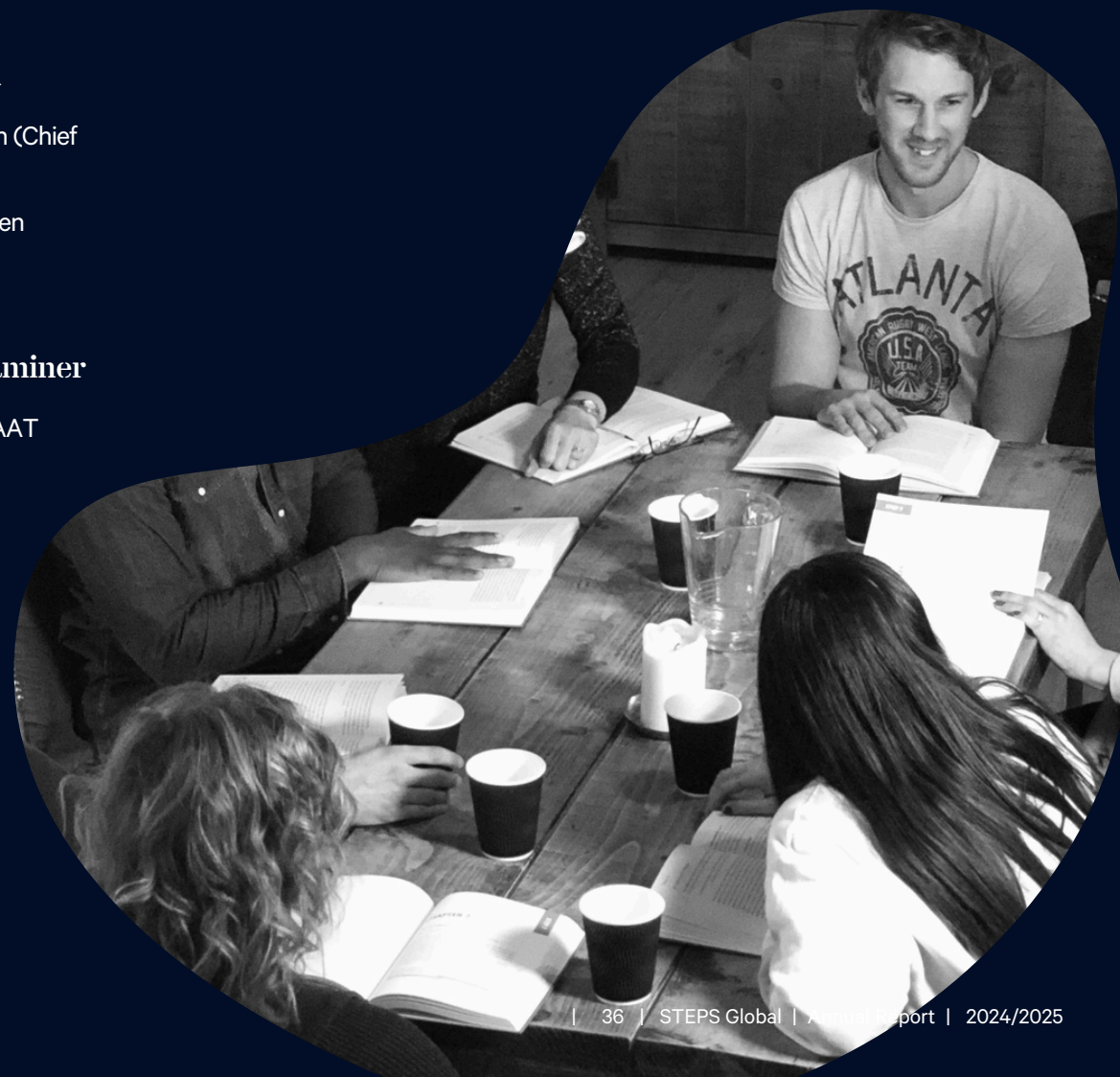
- > Lars Due-Christensen (Chief Executive)
- > Polly Rowsell
- > Mette Due-Christensen
- > Adam Purcell
- > Louisa Richards

Independent Examiner

Margaret Hamps , FMAAT

Bankers

Co-Operative Bank
Natwest Bank



A journey
towards
freedom

HEAD OFFICE

1-3 Coborn Street
London
E3 2AB

Web: www.stepscourse.org

Resources: www.stepscourse.org/resources

Email: info@stepscourse.org



Registered with
**FUNDRAISING
REGULATOR**



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