



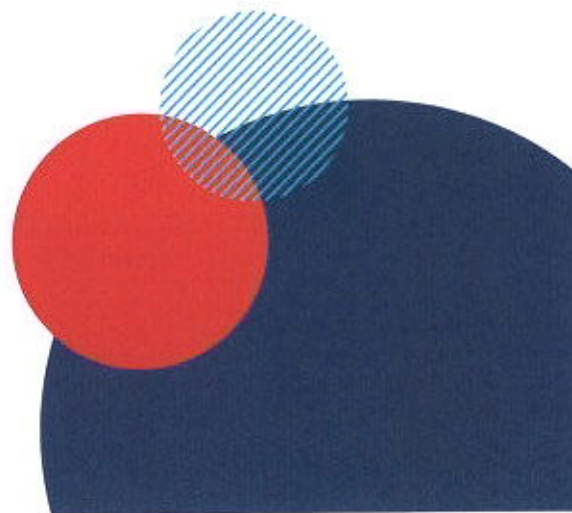
WIMBLEDON GUILD OF SOCIAL WELFARE

ANNUAL REPORT AND ACCOUNTS

YEAR ENDED 31 MARCH 2025

Company No. 383330

Registered Charity No. 200424



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(a company limited by guarantee)

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The Trustees of Wimbledon Guild of Social Welfare present their Annual Report for the year ended 31 March 2025 under the Charities Act 2011 and the Companies Act 2006, including the Directors' Report and the Strategic Report under the 2006 Act, together with the audited financial statements for the year.

Aims and Objectives

Wimbledon Guild was established in 1907 to provide financial, social and practical support for the diverse communities in the Wimbledon area. Wimbledon Guild's purposes, as set out in the objects contained in the Articles of Association are:

"To promote all or any charitable purposes for the benefit of Wimbledon and District and the communities thereof".

In practice, this means that Wimbledon Guild operates primarily throughout the London Borough of Merton.

Our mission is to create a physical and emotional place:

"Where no one has to face life's challenges alone".

Our services focus on:

- Tackling loneliness and social isolation in Merton.
- Supporting people in Merton who are experiencing difficulties in life.
- Supporting older people in Merton to live full, active and healthy lives.

These three service objectives are underpinned by a fourth objective describing our culture and environment:

- Creating a welcoming community which supports our aims.

Statement of Public Benefit

The Trustees have complied with the duty in section 17(5) of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission. All aspects of Wimbledon Guild's work are open to the people of the London Borough of Merton (LBM), and Wimbledon Guild continues to provide an extensive range of social welfare services, working in partnership with numerous voluntary and statutory organisations.

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Strategic Report

Overview

The London Borough of Merton has a distinct demography. Wards in the West (Wimbledon, Raynes Park) have more affluent and older populations. Wards in the East (Mitcham, Morden) have a younger, more ethnically diverse population with higher levels of deprivation. We aim to meet the needs of all local people following the patterns of demand. Typically, our services for older people are focussed in the West and services tackling poverty and supporting mental health are focussed in the East.

In 2024-25 we revisited our Business Plan, supported by consultants from the Centre for Charity Effectiveness at Bayes Business School. We identified that growing demand for our services was placing significant pressure on our financial resources (primarily our investment portfolio), which have been adversely affected by global events. The scale of our investment portfolio allows us to take a longer-term view and manage market fluctuations, but there is a recognition that our capital is gradually reducing over time. Trustees wished to take steps to address this.

As part of the Business Plan review, we also revised our Guild House redevelopment strategy. Our intention for a number of years had been to demolish Drake House and build a new replacement for Guild House on the former Drake House site. The expectation was to fund the project via the disposal of Guild House. After detailed consideration, the Trustees concluded that uncertainty over the timing and value of any potential Guild House disposal and uncertainty about the planning process, combined with the wider risks linked to a substantial newbuild project, were too great. We now plan to refurbish Guild House, with work on site scheduled for 2026 and preliminary design work currently underway.

There has been a reduction in demand for services in some areas over the past year, now that the intensity of the Covid crisis has passed. However, we continue to witness the long-term mental health and financial consequences of the pandemic, combined with the cost-of-living crisis. We also see decreased local government and NHS resources affecting our statutory funding. Cuts to statutory services also generate increased demand for our services. Even allowing for some of the recent decreases, demand for our services overall now significantly exceeds pre-Covid levels.

2. Achievements, Performance and Future Plans

Tackling Loneliness and Social Isolation in Merton.

Background

Reducing social isolation and loneliness is a cross-cutting theme which guides much of our work, as there is substantial evidence that loneliness has a severely negative impact on mental and physical health, particularly for older people.

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What we have achieved and how we have achieved it

Café

The café offers a welcoming social space, providing a varied and nutritious low-cost menu each weekday. We served 8,118 meals during the year, a reduction of 296 on 2023/24. This was due to periods of disrepair when the café was closed, underlining the importance of progressing the Guild House refurbishment project. This compares with an annual total of c7000 meals and drinks pre-Covid.

Befriending

161 clients were supported during the year, compared with 192 in 2023/24. This was due to volunteer and client turnover and the closure of the Connect and Befriend service with the ending of Health Service funding. 65% of Befriending clients reported an improvement in their overall wellbeing score which measures mood and feelings of positivity and connectedness.

Future Plans

We envisage that our new Morden Base will continue to have a significant impact on communities that we do not ordinarily reach. Since it opened in early 2024 visitor numbers are increasing as our marketing initiatives take effect and word of mouth spreads.

Supporting People in Merton who are Experiencing Difficulties in Life - Talking Therapies

What we have achieved and how we have achieved it

The key issues for clients in our Talking Therapies services were anxiety, depression, relationship issues, low self-esteem, bereavement and trauma, broadly consistent with previous years. We achieved high levels of clinically reliable change, with all services exceeding the 40% benchmark and some achieving 100%. Our data is now of very high quality. Overall, the Talking Therapies department was able to triage 236 clients, provide 195 assessments and delivered 3,369 hours of services to the Merton Community.

Over the past year we made significant progress in our aim to expand our Talking Therapies service and make it more accessible to communities who typically do not use mainstream services and have statistically poorer mental health. We now offer shorter term therapies and group sessions which may feel more user-friendly for people who have not previously used any form of mental health support. Funding from City Bridge and the Big Lottery supports the growth of these services which are expanding as trust builds with diverse communities. We have seen increased engagement of 23% from Black and Minority Ethnic communities, 17% from clients who define as disabled and 11% from clients who define as LGBTQ+. Our BAME service has been particularly successful, with 34 clients seen compared with a funding target of 20.

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Groups

Over the last year we have continued to offer a range of support groups and psychotherapy groups, including Mindful Moments, Thursday Group and Group Psychotherapy. We also launched a new group for people Living with Long Term Health Conditions. This year groups were able to support 56 unique clients, a slight decrease in some groups from last year due to long term ill health and treatment within the staff team. However, some groups outperformed their targets, with the Mindful Moments group seeing 25 clients compared with a target of 20.

Grief Support

During the year we closed our grief support service due to funding constraints and three staff members were made redundant. Grief Support is now delivered as a component of our other Talking Therapies Services.

Future Plans – Talking Therapies

Over the next year we plan to continue building on our successes in delivering targeted services, aiming to secure additional funding, so we can provide more needed services to the Merton community. We aim to continue to provide a full therapy programme whilst managing the impact of the office refurbishment and any temporary relocation which may be required.

Supporting People in Merton who are experiencing difficulties in life – Community Services

Our Wellbeing Support Team, within the Community Services Department, provides services for older people who are experiencing difficulties in life:

- Short Term Wellbeing Support - Internally funded by Wimbledon Guild, offering up to 12 weeks' support for older adults with less complex needs
- Merton Uplift – Funded by South West London St Georges Mental Health Trust, offering practical help to older people receiving community mental health services from the Trust
- Continuous Support - Funded by Merton Council to support older people with longer term or recurring difficulties
- Community Hub - a joint helpline project with Age UK, funded by Merton Council

Short term Wellbeing Support

321 new referrals were received in the year, a 10% increase on 2023/24, itself a 60% increase on pre-Covid years. We clearly saw the impact of the Cost-of-Living Crisis and focussed on income maximisation. The number and proportion of men accessing the service is gradually increasing (35% compared with 33% last year) and we have also seen an increase in representation from BAME communities, from 24% to 33% over the last two years. During the year we saw a sharp increase in complex referrals for people with moderate to severe mental ill-health. This represents a long-term challenge for us as we explore how best to respond to this client group given their levels of clinical need.

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Merton Uplift

Merton Uplift offers four weekly one-to-one wellbeing sessions to clients assessed by South West London St. George's Mental Health Trust (SWLSTG) as experiencing mild-moderate mental health conditions, including depression and anxiety. It also delivers workshops promoting emotional wellbeing. Our Morden base is helping to grow the service, reaching people who have difficulty visiting Wimbledon. Under the terms of the contract, the NHS provide all the referrals. Original NHS estimates were for higher client numbers but in practice referrals have consistently averaged 60 per year.

Continuous Support

This service for older adults with long term difficulties is largely funded by the London Borough of Merton. Each year we exceed the contracted target and in 2024/25 159 clients were supported, well above the contracted level of 119. Clients for this longer-term service are vulnerable, with significant health conditions, needing more regular intensive support than our Short-Term Wellbeing Team can offer.

Community Hub

The Hub was set up as a Covid Helpline and continues to be funded by Merton as a 'front door' to the local voluntary sector. It is delivered in partnership with Age UK Merton. We saw a slight reduction in our total Hub callers in the year, from around 1,700 to around 1,600, primarily because call volume was shared more equally between partners than in previous years. Calls are sometimes simple information requests (41%), but many require complex casework (59%). Over the last year calls have predominantly related to cost-of-living issues, including requests for emergency food support and personal grants.

Welfare Grants

Historically Wimbledon Guild has made individual hardship grants from its own resources. Pre-Covid this amounted to an average annual expenditure of £70k. Since Covid and the subsequent Cost of Living Crisis, this programme has been supplemented by funding from the London Borough of Merton, via central government's Household Support Fund. In 2024/25 we received and disbursed £193k in grants to 483 local people. This is a lower number than the previous year (530 people) as purchase costs for the items grant applicants need (typically white goods and basic furniture) have increased dramatically.

Future Plans – Community Services

We envisage that demand for Community Services will remain high over the next year. We will ensure that our service continues to be as accessible and as welcoming as possible. We will also continue to take a holistic approach with all of our clients - often financial problems are linked to other problems – as an example, 44% of applicants identify as having a disability, with half of that total identifying as living with a mental health condition.

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Enable older people to be active and healthy.

What we have achieved and how we have achieved it

We offer a varied and inclusive programme of social and exercise activities each week via our Community Engagement Team. Around 60% of the sessions offer physical exercise at varying levels of intensity from seated yoga through to walking football and tennis. We have seen a 37% increase in participant numbers compared with last year and a 60% increase on pre-pandemic levels. 981 participants engaged in activities in the year.

The Merton Moves project continues to play a significant part in supporting older people's access to physical activity. Merton Public Health funds one staff member as the Merton Moves coach, encouraging older people to take a six-week pledge to attend exercise classes of their choosing, at no cost. A total of 300 people have completed the programme since its inception in 2021. A high proportion of participants come from BAME communities (40%) compared with our other activities (24%). There is also higher representation from wards in the East of the Borough (32%) compared to our other activities (24%), with numbers increased since last year.

Future Plans

We have experienced a huge increase in demand for exercise activities over the year, with 60 enquiries about Merton Moves in the last quarter, in contrast to the more usual 20-30. This appears to have been due to local authority publicity. This demand means that we have insufficient capacity in our classes to deliver the programme, and we now have a waiting list for the first time. We are reviewing how best to continue with this very popular programme whilst recognising the resourcing limitations.

Create and sustain an environment that supports our mission.

Volunteers play a vital role in our service delivery and over the year we have averaged 130-140 volunteers at any one time although there is significant fluctuation within and between years. Volunteering in our café and our community garden are very popular but more isolated roles away from our base (e.g. befriending vulnerable clients in their homes) are harder to fill. All volunteers have training, support and role descriptions and their contribution is recognised through regular consultation groups and social events. We are seeing a gradual increase in volunteers from the East of the Borough since we opened our Morden base, particularly with exercise classes.

Our Trustees (who are themselves volunteers) are very grateful for the huge contribution that volunteers make to the life of Wimbledon Guild.

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Financial Review and Results for the year 2024/25

The net operating deficit for the year was £893,692 (2023/24: £701,733 net deficit).

Total income for the year of £2,438,819 (2023/24: £2,331,912) was up 4.6%. Grant income of £755,308 was up by £58,856 (8.5%). The main contributor to this was the commencement of the 5 year Talking Therapies project funded by the Big Lottery fund (£97,926).

Our other sources of income continue to be rental income from the residential properties and investment income from our various portfolios. Rental income generated £621,740 (2023/24: £597,127), while investment income was down 7.74%, returning £665,929 (2023/24: £721,796). The lower investment income reflected the lower income distributions by CCLA compared to Cazenove. Wimbledon Guild and its investment managers operate a total return approach to Investments.

Trading activities generated £112,084, up by £28,321 (33.8%). This reflects higher income generated by our Golf Day fundraising event in July 2024. There were a higher number of activities at Guild House, Drake House and WG Morden. This resulted in income from our Community Services rising by 34.3% from £91,093 to £122,331. Income from our therapy sessions rose by 8.0% from £46,746 to £50,464.

Expenditure for the year of £3,332,511 (2023/24: £3,033,255) was up 9.9%. Expenditure on charitable activities of £2,929,836 was up 10.4% and expenditure on raising funds of £402,675 was up 6.4%.

Staff costs of £2,017,714 were up 9.8% reflecting the cost-of-living increase awarded for the year (5%) plus the recruitment of new staff (see note 10).

In order to support the charitable activities of Wimbledon Guild, and with the approval of the Board, £1,570,000 was withdrawn from the portfolio managed by Cazenove/CCLA made up of £932,733 from the expendable endowment and £637,237 of Investment income.

The investment portfolio valuation has fallen over the last quarter of the year and produced an overall loss of £578,485 (2023/24: £934,822 gain). We made gains on the revaluation of the Investment portfolio £555,000 (2023/24 £55,757 loss on fixed assets written off). The performance of the investment portfolios are reported in more detail in the Investment Policies and Performance section of the Report.

Accordingly, the net loss for the year was £917,177 (2023/24: £177,722 net surplus)

The financial position at 31 March 2025 continues to be strong, with total net assets of £31,508,820, including free reserves of £505,987.

Wimbledon Guild has considered the guidance set out by the Charity Commission, follows the Institute of Fundraising's code of fundraising practice and is registered with the

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Fundraising Regulator. We have not received any complaints in respect of our fundraising practices and our fundraising is managed in a way that is neither detrimental to Wimbledon Guild's reputation nor the wellbeing of the people or parties involved.

Wimbledon Guild generated £106,224 of income from fundraising comprising £90,724 from individuals and £15,500 from legacies. The fundraising team also generated £57,428 from events.

In considering the appropriateness of preparing the financial statements on a going concern basis the Trustees have taken account of all available information about the future including considering information from approved budgets, and from forecasts covering the next 3 years for income, expenditure, and cash-flows.

Given Wimbledon Guild's ability to access the Expendable Endowment funds to continue to support its charitable activities. The Trustees have concluded that it is entirely appropriate to prepare the financial statements at 31 March 2025 on a going concern basis.

Trading Subsidiary

Wimbledon Guild's trading subsidiary, Wimbledon Guild Promotions Limited, has been dormant since 1 April 2016.

4. Principal Risks and Uncertainties

The Trustees have developed a risk framework that clearly differentiates between the nature of risks the charity faces, which are:

- Corporate strategic risks, which impact Wimbledon Guild's ability to deliver our strategy.
- Operational risks, which are associated with identifying potentially inadequate internal practices, policies and systems that might result in a loss to the organisation; and
- Project risks, which are associated with specific, individual projects.

Corporate strategic risks are the main focus of the Trustees, and these have been updated during the year. As at 31 March 2025 the principal strategic risks currently facing the charity, and the plans and strategies to manage risk, are:

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Risk	Plans and strategies to manage risk
Failure to refurbish Guild House	<ul style="list-style-type: none"> • rigorous financial scenario planning. • appropriately qualified and experienced external advisors. • robust selection process for advisors and for contractors. • appropriate skills mix in staff team. • development of appropriate procurement processes. • share relevant information with individuals and organisations to ensure customer base is maintained during construction period. • effective PR and marketing to generate local support and understanding for the project. • review all options for maintaining services, including communications and engagement activities and exploring opportunities for delivering services in alternative local venues.
Damage to Wimbledon Guild's reputation through the growing complexity of our work which puts us in contact with vulnerable people who are experiencing difficulties in their lives.	<ul style="list-style-type: none"> • adoption of Safeguarding best practice in terms of policies, procedures and training for all staff, volunteers and trustees. • recruitment of appropriately skilled and professional staff and volunteers. • continuous training of new and existing staff and volunteers. • taking appropriate professional advice and acting on it.
Loss or lack of skilled and motivated staff and volunteer group to deliver services because of reliance on goodwill, expanding workloads, increasingly complex and demanding casework.	<ul style="list-style-type: none"> • ensuring resourcing levels are consistent with ambitions. • ensure appropriate and timely internal and external training for all staff and volunteers. • structured approach to workforce planning. • open, positive working relationships • positive approach to problem solving. • invest in high quality IT hardware and software to support our services and evidence the quality of our services.

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For full details of the charity's risk policy and risk management practices see page 16.

This is the end of the charity's Strategic Report as required by the Companies Act 2006.

Financial Management Policies

a) Reserves

Wimbledon Guild had total funds of £31.5m at 31 March 2025, of which £15.6m were restricted. Of the unrestricted funds of £15.9m, £0.98m can only be realised by disposing of tangible fixed assets, and £14.4m can only be realised by disposing of Investment Properties. The remaining £0.5m represents free reserves.

i. Restricted Fund- Expendable Endowment

In 2015/16 the Trustees established a special trust ("Expendable Endowment") which is administered by Wimbledon Guild as trustee. The trust is held as an endowment fund and the income from the trust ('special trust income') and, at Wimbledon Guild's discretion, all or part of the capital is applied for the furtherance of those aspects of the charitable objects of Wimbledon Guild which are concerned with the provision of welfare services and relief and prevention of poverty, relief and prevention of ill health and provision of charitable support to the elderly. During 2024/25 the trust generated special trust income of £637,159 (2023/24: £692,707). In the year £781,937 (2023/24: £542,533) of special trust income was used for Wimbledon Guild's charitable purposes. At 31 March 2025, the expendable endowment was £15,389,000 (2024: £16,891,187).

ii. Free Reserves

The Trustees have adopted a reserves policy which they consider appropriate to ensure the continued ability of Wimbledon Guild to meet its objectives. Free reserves are defined as that part of Wimbledon Guild's funds that are freely available for its general purposes.

An appropriate level of free reserves is required to maintain a level of readily realisable assets:

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- to sustain Wimbledon Guild's operations within the London Borough of Merton through periods of economic downturn and uncertainty for long enough to take remedial action.
- to develop new services or expand current ones in line with the changing needs of the community, whilst supporting existing clients and staff during periods of change.
- to ensure that delays in the receipt of expected income do not interrupt services or cause serious financial difficulties.
- to survive unexpected setbacks and problems arising from internal or external causes.

The Trustees have reviewed the required level of free reserves, Expendable Endowment funds, the risk profile of Wimbledon Guild and its plans for the future.

In considering the minimum level of free reserves the Trustees have taken account of the quantum and accessibility of the Expendable Endowment fund and Wimbledon Guild's discretionary powers to draw capital down when required to fund certain of the charitable activities of the charity.

The trustees have determined that the minimum level of free reserves required to be held is £0.5m which currently represents about 7.5 months of annual unrestricted expenditure.

The Trustees will continue to drawdown capital from the Expendable Endowment when required to meet the operational needs of the charity. This situation will be reviewed on an ongoing basis.

b) Investment Policies and Performance

Over the last 12 months to 31st March 2025, the investment portfolios have returned 0.4%. (2023/24 - 10%)

Fixed Asset Investments at 31 March 2025 were £16.1m (2023/24: £17.6m). Wimbledon Guild's total investment portfolio was managed by CCLA Investment Management ('CCLA'). We changed investment managers during the year. Part of the CCLA portfolio is held as an Expendable Endowment fund (see Reserves section a(i)). The other investments are available to support the free reserves described in Reserves section a (ii) above.

The Board has given CCLA discretionary powers to manage the portfolio within its objectives. CCLA meet the Investment Committee twice each year to discuss the portfolio and determine future policy.

The CCLA portfolio is managed on a total return basis with the investment objective to provide funding for certain of Wimbledon Guild's charitable purposes while preserving the capital base in real terms. Specifically, the investment objectives are:

- to seek a total return of 4% plus Consumer Price Index per annum on a five-year rolling basis; and

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- investments to provide funding for charitable purposes of 4% of the capital value per annum.

The CCLA portfolio rose by 0.4% over the course of the year. Overall, the net realised and unrealised investment losses reported for the year were £578,037 (2023/24: £934,022 gain).

As reported in the Financial Review section of the Report, to support the charitable activities of Wimbledon Guild, and with the approval of the Board, £1,570,000 (2023/24: £1,600,000) was withdrawn from the portfolio managed by CCLA.

The management of the cash deposits is delegated to Senior Management within approved limits.

c) Investment Properties

The residential properties have been valued at 31 March 2025 at £14,375,000 (31 March 2024: £13,820,000). In undertaking the valuation, allowance has been made for the tenancies in place.

The valuations of the Investment Properties at 31 March 2025 were carried out by Carter Jonas, a property consultancy firm. In each case the valuations were undertaken by members of the Royal Institution of Chartered Surveyors (RICS) and were subsequently approved by RICS Registered Valuers.

Property management continues to be outsourced to Bells Commercial (Bells), a local property management company, and the maintenance of the buildings is overseen by the Properties Committee.

Structure, Governance and Management

Wimbledon Guild is a Company Limited by Guarantee and a Registered Charity.

The governing body of Wimbledon Guild is the Board of Trustees (the 'Board'), comprising nine members who meet at least four times a year. Trustees are elected for three-year terms and are eligible to stand for re-election for further three-year terms up to a maximum of nine years. Thereafter, Trustees may be re-elected for additional one-year terms if 75% of the Board of Trustees present at a meeting of the Board have voted in favour of a Board resolution recommending their re-election.

Each new Trustee is given an induction programme, and all Trustees have the opportunity to receive additional training. A register is kept of the interests and the identified skills of the Trustees.

The main responsibilities of the Board are setting the strategy for Wimbledon Guild and monitoring its implementation, setting and monitoring the budget, and exercising financial

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overview. Trustees and senior staff regularly meet to consider areas of individual work in greater detail.

The Board has established formally constituted sub-committees, each with terms of reference and functions delegated by the Board. The Chief Executive Officer and/or Head of Finance and Resources attend all the subcommittee meetings, as do the appropriate Senior Managers.

The Trustees delegate the day to day running of Wimbledon Guild to the Senior Management Team. Weekly operational meetings are held by the Senior Management Team.

The Board, where appropriate, uses the Charities Code's principles, rationale and key outcomes to evaluate the effectiveness of governance within Wimbledon Guild. The Board regularly reviews its governance procedures, taking legal and consultant advice as appropriate and has also undergone training in Diversity and Inclusion over the last financial year.

Risk and Internal Control

The Trustees have overall responsibility for ensuring that Wimbledon Guild has an adequate system of controls, financial and otherwise. They are also responsible for safeguarding the assets of Wimbledon Guild and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The Trustees must ensure that:

- Wimbledon Guild's assets are safeguarded against unauthorised use or disposition.
- accurate records are maintained, and financial information used within Wimbledon Guild or for publication is reliable; and
- Wimbledon Guild complies with relevant laws and regulations.

A corporate risk register is maintained, updated and reviewed regularly by the Trustees and management. As part of this process the Trustees acknowledge their responsibility for Wimbledon Guild's system of internal control and reviewing its effectiveness. It is also recognised by the Trustees that such a system is designed to manage rather than eliminate the risk of failure to achieve Wimbledon Guild's objectives and can only provide reasonable, not absolute, reassurance against material misstatement or loss.

The Trustees have set policies on risk and internal controls, which cover the following:

- the responsibility of management to implement the Trustees' policies and identify and evaluate risks for their consideration on an ongoing basis.
- consideration of the type of risks Wimbledon Guild faces.

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- the level of risks which they regard as acceptable.
- the likelihood of the risks concerned materialising.
- Wimbledon Guild's ability to reduce the incidence and impact on the business of risks that do materialise.
- the costs of operating particular controls relative to the benefit obtained.
- arrangements for monitoring and reporting on risk and control matters of importance, together with details of corrective action being undertaken.

The Board has established a formally constituted sub-committee, the Finance and Risk Committee with terms of reference approved by the Board to ensure Wimbledon Guild is financially sound and prudent and appropriately managing risk. The Committee meets at least four times a year and reports to the Board. During the year the Trustees have received reports from the Chief Executive and Senior Managers relating to risk and control. These include an overall report on the status of the risk management process and the system of internal control at the end of the year. The Charity Commission guidance for both risk and internal control was used in this process. The reports have satisfied the Trustees that the above policies are being implemented. Areas of high risk are reviewed by the Trustees to ensure adequate mitigation of the risk. At the year end, Wimbledon Guild's system of internal control was deemed adequate and effective and major risks properly addressed.

Senior Management Remuneration

The Senior Management Team comprised the Chief Executive Officer, Head of Finance and Resources, Head of Community Services, Head of Talking Therapies and Head of Communications & Fundraising. The total salaries and benefits of the Senior Management team in the year were £400,437 (2023/24: £389,787). A member of the team has reduced their hours slightly, resulting in a salary saving.

The senior management remuneration approach generally encompasses two main factors:

- Internal job evaluation which takes account of the distinct elements of the roles, as well as an internal comparison of roles at senior level; and
- External pay benchmarking based on market factors.

All senior staff receive regular, structured feedback from the Chief Executive about how they have contributed to Wimbledon Guild's strategy, and any personal development areas they may have.

WIMBLEDON GUILD OF SOCIAL WELFARE
(a company limited by guarantee)
STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they 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 these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently.
- observe the methods and principles in the Charities SORP.
- make judgments and estimates that are reasonable and prudent.
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions, 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 and the provisions of the charity's constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

STATEMENT OF DISCLOSURES TO THE AUDITORS

So far as the Trustees are aware, there is no relevant audit information (as defined by Section 418 of the Companies Act 2006) of which Wimbledon Guild's auditors are unaware, and each Trustee has taken all the steps that they ought to have taken as a Trustee in order to make them aware of any audit information and to establish that Wimbledon Guild's auditors are aware of that information.

AUDITORS

Crowe U.K. LLP has expressed its willingness to continue as Auditor for the next financial year.

This Annual Report of the Trustees and the Strategic Report, under the Charities Act 2011 and the Companies Act 2006, were approved by the Board of Trustees on 28 July 2025 and are signed as authorised on its behalf by:



Susan Cooke - Chairman



Sandy Pfeifer –Treasurer

28 July 2025

WIMBLEDON GUILD OF SOCIAL WELFARE
(a company limited by guarantee)

Independent Auditor's Report to the Members of Wimbledon Guild of Social Welfare

Opinion

We have audited the financial statements of Wimbledon Guild of Social Welfare ('the charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows, and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as of 31 March 2025 and of its income and expenditure, for the year then ended.
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern.

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine

WIMBLEDON GUILD OF SOCIAL WELFARE
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Independent Auditor's Report to the Members of Wimbledon Guild of Social Welfare

whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion based on the work undertaken in the course of our audit

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception.

In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 18 the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from

WIMBLEDON GUILD OF SOCIAL WELFARE
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Independent Auditor's Report to the Members of Wimbledon Guild of Social Welfare

fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

The extent to which the audit was considered capable of detecting irregularities, including fraud.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006 and the Charities Act 2011 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were General Data Protection Regulation, Employment Law and Health and Safety legislations.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the recognition of grant income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is

WIMBLEDON GUILD OF SOCIAL WELFARE

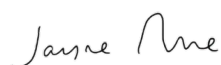
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Independent Auditor's Report to the Members of Wimbledon Guild of Social Welfare

from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely for the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Jayne Rowe
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor

London

Date: 28 July 2025

WIMBLEDON GUILD OF SOCIAL WELFARE
(a company limited by guarantee)
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2025 (incorporating an Income and Expenditure account)

		Unrestricted	Restricted	Endowment	Total	Total
	Notes	Funds	Income	Funds	2025	2024
		£	Funds	£	£	£
Income from:						
Donations and legacies	2	106,224		-	106,224	90,685
Charitable activities	5	794,134	760,448	-	1,554,582	1,435,668
Other trading activities	3	112,082		-	112,082	83,763
Investments	4	28,770	637,159	-	665,929	721,796
Other	19	-	932,733	(932,733)	-	-
Total income		1,041,210	2,330,340	(932,733)	2,438,817	2,331,912
Expenditure on:						
Raising funds	6	387,783	-	14,892	402,675	378,538
Charitable activities	7	410,603	2,519,231	-	2,929,834	2,654,717
Total expenditure		798,386	2,519,231	14,892	3,332,509	3,033,255
Operating Deficit		242,824	(188,891)	(947,625)	(893,692)	(701,343)
Net (losses)/gains on investments	14	(23,923)	-	(554,562)	(578,485)	934,822
Gain/(loss) on revaluation and sale of Investment Properties		555,000	-	-	555,000	(55,757)
Transfers						
Net (expenditure)/income	9	773,901	(188,891)	(1,502,187)	(917,177)	177,722
Reconciliation of funds						
Total funds brought forward	19	15,246,581	288,229	16,891,187	32,425,997	32,248,275
Total funds carried forward	19	16,020,482	99,338	15,389,000	31,508,820	32,425,997

TOTAL RECOGNISED SURPLUS AND DEFICITS

The company has no recognised surpluses or deficits other than the deficit or surplus shown above.

For the purposes of the Companies Act, net (income) of (£917,177) (2024:£177,722) is total income of £2,438,819 (2024: ££2,331,912), minus total expenditure of £3,332,511 (2024: £3,033,256), plus net loss on investments of £578,485 which includes £449 for fixed assets written off (2024: £984,822 gain) and plus gain on revaluation of Investment Properties of £555,000 (2024 - £55,757 loss).

The notes on pages 26 to 43 form part of these financial statements.

WIMBLEDON GUILD OF SOCIAL WELFARE
(a company limited by guarantee)
BALANCE SHEET (Company Number 383330)
AS AT 31 MARCH 2025

	Notes	2025 £	2025 £	2024 £	2024 £
FIXED ASSETS					
Tangible assets	12		978,815		922,683
Investment Properties	13		14,375,000		13,820,000
Investments	14		16,118,535		17,616,718
TOTAL FIXED ASSETS			31,472,350		32,359,401
CURRENT ASSETS					
Debtors	15	251,667		203,894	
Cash at bank and in hand	16	88,155		51,893	
TOTAL CURRENT ASSETS		339,822		255,787	
LIABILITIES					
Creditors - amounts falling due within one year	17	303,352		189,191	
NET CURRENT ASSETS			36,470		66,596
TOTAL NET ASSETS	20		31,508,820		32,425,997
The funds of the charity:					
Restricted funds					
Endowment funds		15,389,000		16,891,187	
Restricted income funds		99,338		288,229	
			15,488,338		17,179,416
Unrestricted funds					
Free Reserves		666,667		503,898	
Investment Properties Reserve		14,375,000		13,820,000	
Fixed Asset Reserves		978,815		922,683	
			16,020,482		15,246,581
TOTAL FUNDS	19		31,508,820		32,425,997

Approved by the Board of Trustees on 28 July 2025


Mrs S Cooke - Chairman


S Pfeifer - Treasurer

Company No. 383330

The notes on pages 26 to 43 form part of these financial statements.

WIMBLEDON GUILD OF SOCIAL WELFARE
(a company limited by guarantee)
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Cash flows from operating activities					
<i>Net cash used in operating activities</i>	21		(1,427,452)		(1,554,506)
Cash flows from investing activities:					
Dividends and interest from investments		665,929		721,099	
Income and capital withdrawals from investments		904,071		878,901	
Net Purchase of tangible fixed assets	12	(106,286)		(63,002)	
<i>Net cash provided by investing activities</i>			<u>1,463,714</u>		<u>1,536,998</u>
Change in cash and cash equivalents in the reporting period			36,262		(17,508)
Cash and cash equivalents at the beginning of the reporting period			51,893		69,401
Cash and cash equivalents at the end of the reporting period	16		<u>88,155</u>		<u>51,893</u>

WIMBLEDON GUILD OF SOCIAL WELFARE
(a company limited by guarantee)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

1. ACCOUNTING POLICIES

Wimbledon Guild of Social Welfare is a charity (registration number 200424) and a company limited by guarantee incorporated in the United Kingdom (company number 8327131). It is governed by its Memorandum and Articles of Association incorporated 15 October 1943 as amended by special resolution at 6 October 2009.

(a) Basis of Preparation

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention as modified by the inclusion of investments at market value and Investment Properties at Fair Value, and in accordance with 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) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. Company information is provided on Page 44

(b) Going concern

After making enquires, the Trustees have a reasonable expectation that the charity has adequate resources to continue its activities for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Trustees Responsibilities on page 18.

(c) Accounting Estimates and Judgements

Preparation of the financial statements requires management to make significant judgements and estimates. The items in the financial statements where these judgements and estimates have been made include the following:

In determining the Fair Value of Investment Properties, assumptions are made about uncertain future events on those assets at the balance sheet date. Assumptions used are based on historical experience and expectation of future events and are updated with new information. The effects and risks of estimation uncertainty have been assessed by applying appropriate sensitivity analysis to flex key assumptions, such as Rents and Open Market Values, and identify how robust the model outputs are in practice. The conclusion of the sensitivity analysis is that there would need to be an extreme movement in Market Values for there to be a material impact on the valuation of the portfolio, and there is no evidence that this has happened since the reporting date. The Trustees are satisfied that the Fair Value valuation at 31st March 2025 is materially accurate.

(d) Income

Income is recognised where the charity has entitlement to the funds, it is probable that the income will be received, and the amount can be measured reliably.

Grant Income is recognised where the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received, and the amount can be measured reliably.

Legacies are recognised on the earlier of the date when amounts are received or when the charity has been notified of the executor's intention to make a distribution.

The sale of meals, shop sales, donations and other voluntary sources are dealt with on a cash basis. Donated goods received for re-sale are recognised at point of sale.

Investments comprise interest and dividends which are recognised when receivable.

Gifts in kind include donated goods and services. These contributions are included in the financial statements at an estimate based on the value of the contribution to The Guild which is the amount the charity would have been willing to pay to obtain goods or services of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

(e) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required, and the amount of the obligation can be measured reliably. Expenditure is classified under the following headings:

WIMBLEDON GUILD OF SOCIAL WELFARE
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

- Expenditure on charitable activities which are incurred directly in fulfilling the charity's objectives;
- Expenditure incurred in raising funds.

Support costs, including irrecoverable VAT, are allocated to these expenditure headings based on square footage for premises costs, time spent for salaries and related expenses and approximate usage for other expenses.

(f) Voluntary help

A significant amount of time is expended on the company's activities which is donated free of charge. It is not possible to quantify the value of time given and accordingly it is neither recorded as donated income nor as an expense in the financial statements.

(g) Tangible fixed assets

Items are capitalised when the total cost or market value of the whole project exceeds £5,000. Depreciation is provided on all fixed assets, including freehold land, and are depreciated over their useful economic lives on a straight-line basis as follows: -

Asset Category	Annual Rate
Freehold land and buildings	2% on cost or valuation
Motor vehicles	20% on cost
Furniture and equipment	10% on cost
Computer equipment	33% on cost

(h) Investments

Investments are stated at market value. The income arising on the investments is shown under Investments in the Statement of Financial Activities.

Gains and losses on investment assets disposed of are shown as Net gains and losses on investments in the Statement of Financial Activities.

Gains and losses on investment assets held at the year-end are unrealised and are also shown as Net gains and losses on investments in the Statement of Financial Activities.

(i) Investment Properties

Investment Properties are properties held to earn rentals and for capital appreciation and are stated at Fair Value at the balance sheet date. Gains or losses arising from changes in the Fair Value of Investment Properties are included in Statement of Financial Activities for the period in which they arise.

(j) Cash at bank and in hand

Cash at bank and in hand includes cash and short-term liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

(k) Financial Instruments

The Company only has financial assets and financial liabilities of a kind that qualifies as basic financial instruments. Basic financial instruments are initially recognised at transaction value, and subsequently measured at settlement value.

(l) Stocks

No account is taken of the stock of food and provisions at the year-end as this is considered to be immaterial.

(m) Pension Costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to The Guild's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

(n) Lease commitments

WIMBLEDON GUILD OF SOCIAL WELFARE
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the term of the lease.

(o) Fund Accounting

Unrestricted funds comprise those monies which may be used towards meeting the charitable objectives of the charity at the discretion of the Trustees.

Designated funds are monies set aside out of unrestricted funds and designated for specific purposes by the Trustees.

Restricted funds are monies received and their use restricted to a specific purpose, or donations subject to donor-imposed conditions.

Expendable Endowment relates to funds held on trust to be retained for the benefit of the Charity as a capital fund. It is distinguishable from unrestricted funds in that there is no requirement to spend the funds until the Charity Trustees decide to.

WIMBLEDON GUILD OF SOCIAL WELFARE
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

2. DONATIONS AND LEGACIES	Unrestricted Funds £	Restricted Funds £	Total 2025 £	Total 2024 £
Legacy income	15,500	-	15,500	4,658
Donations and covenants	90,724	-	90,724	86,027
	106,224	-	106,224	90,685

	Unrestricted Funds 2025 £	Unrestricted Funds 2024 £
3. OTHER TRADING ACTIVITIES		
Rental Income	31,369	35,297
Drake House	23,285	21,126
Fundraising events	57,428	27,340
	112,082	83,763

4. INVESTMENT INCOME	Unrestricted Funds £	Restricted Funds £	Total 2025 £	Total 2024 £
Bank and Building Society accounts	615	-	615	699
Dividends receivable from in the UK	3,533	79,964	83,497	40,379
Dividends receivable from outside the UK	24,622	557,195	581,817	680,719
	28,770	637,159	665,929	721,797

5. CHARITABLE ACTIVITIES	Unrestricted Funds £	Restricted Funds £	Total 2025 £	Total 2024 £
Income				
Community Services	117,191	5,140	122,331	91,093
Talking Therapies	50,464	-	50,464	46,746
Housing Rents	621,740	-	621,740	597,127
Other	4,739	-	4,739	4,250
	794,134	5,140	799,274	739,216

WIMBLEDON GUILD OF SOCIAL WELFARE
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

5. CHARITABLE ACTIVITIES (Cont'd)	Unrestricted Funds	Restricted Funds	Total 2025	Total 2024
	£	£	£	£
Grants				
London Borough of Merton	-	326,653	326,653	313,017
South West London & St George's Trust	-	88,660	88,660	87,813
AgeUK -Community Hub	-	98,538	98,538	95,205
Merton Clinical Commissioning Group	-	12,500	12,500	25,000
Age UK Merton	-	9,300	9,300	9,300
The Wimbledon Foundation	-	-	-	8,453
The Doughty Family Foundation	-	-	-	5,000
The Peacock Charitable Trust	-	-	-	10,000
The LC Taussig Charitable Trust	-	-	-	4,000
LBM Mertom Moves	-	34,875	34,875	29,750
The Big Lottery	-	97,926	97,926	-
Musical Moves Income	-	8,116	8,116	-
City Bridge Foundation	-	10,734	10,734	32,202
Everyone Health Ltd	-	-	-	6,162
Munro	-	1,000	1,000	1,000
NHS - ICS/ICB	-	67,006	67,006	68,687
Other	-	-	-	863
	-	755,308	755,308	696,452
Total Charitable Activities	794,134	760,448	1,554,582	1,435,668
	Direct Costs	Support Costs (Note 8)	Total 2025	Total 2024
	£	£	£	£
6. EXPENDITURE ON RAISING FUNDS				
Charity Shop	-	-	-	2,370
Costs of Fundraising	136,950	64,110	201,060	180,993
Investment Management Fees	10,843	28,618	39,461	48,991
Drake House	53,299	32,714	86,013	79,464
Other (Investment & Marketing)	61,062	15,079	76,141	66,720
	262,154	140,521	402,675	378,538
	Direct Costs	Support Costs (Note 8)	Total 2025	Total 2024
	£	£	£	£
7. EXPENDITURE ON CHARITABLE ACTIVITIES				
Community Services	786,093	306,034	1,092,127	1,025,327
Talking Therapies	516,929	165,055	681,984	639,659
Housing	212,816	83,893	296,709	235,514
Social Work (including Grief Support Service)	469,387	137,510	606,897	591,672
Other	252,117	-	252,117	162,545
	2,237,342	692,492	2,929,834	2,654,717

WIMBLEDON GUILD OF SOCIAL WELFARE
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

8. SUPPORT COSTS BY ACTIVITY

(Notes 6 and 7)

	Staff Costs	Governance Costs	General Office Costs	Facilities Costs	2025 Total	2024 Total
	£	£	£	£	£	£
Community Service	164,979	26,954	88,463	25,638	306,034	296,217
Talking Therapies	54,502	9,093	73,353	28,107	165,055	136,731
Housing	33,562	16,718	11,046	22,567	83,893	79,065
Social Work	76,308	11,410	40,948	8,844	137,510	121,636
	329,351	64,175	213,810	85,156	692,492	633,649
Raising funds	82,778	38,355	16,986	2,401	140,520	131,761
	412,129	102,530	230,796	87,557	833,012	765,410

Expenditure on support costs are allocated to expenditure on charitable activities and expenditure on raising funds based on square footage for premises costs, estimated time spent for salaries and related expenses and approximate usage for other expenses. Last years figures have been amended due to a change of methodology in cost allocation

9. NET (EXPENDITURE)/ INCOME FOR THE YEAR

This is stated after charging:

	2025	2024
	£	£
Operating leases	62,775	46,516
Depreciation (see note 12)	73,694	55,644
Auditor's remuneration:		
Audit fees	17,850	17,000

10. STAFF COSTS

Staff costs during the year were as follows:

	2025	2024
	£	£
Wages and salaries	1,768,051	1,607,334
Social security costs	150,597	137,872
Pensions	99,066	92,431

2,017,714 **1,837,637**

Statutory redundancy costs were £47,803 (2024 -£27,744)

The average monthly headcount was 54 staff (2024-50 staff) and the average number of full-time equivalent staff analysed by function was:-

	2025	2024
	No.	No.
Direct charitable	32	31
Raising Funds	3	3
Governance and Support	8	7
	43	41

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The employees who had emoluments, excluding pension contributions, exceeding £60,000 in the year were:-

	2025	2024
	No.	No.
£50,001 to £60,000	1	1
£60,001 to £70,000	2	3
£70,001-£80,000	2	1
£90,001 to £100,000	-	-

The charity trustees were not paid or received any other benefits from employment with the charity or its subsidiary in the year (2024- £nil), neither were they reimbursed expenses during the year (2024 - £nil). No charity trustee received payment for professional or other services supplied to the charity (2024- £nil).

The key management personnel of the charity comprise the Chief Executive Officer, Head of Finance and Resources, Head of Talking Therapies, Head of Community Services and Head of Communications & Fundraising. The total employee benefits of the key management personnel of the charity were £400,437 (2024 - £389,787).

11. RELATED PARTY TRANSACTIONS

Since 1983, Wimbledon Guild has been the Trustee of the Wimbledon Resettlement Fund (WRF), a charity registered with the Charity Commission (Charity No.234575), which provides grants for men and women and their dependants resident in the London Borough of Merton with a connection to war-time services. The Guild is responsible for administering and managing the affairs of WRF. During 2024/25 the Guild paid grants of £1,850 (2024-£9,529) and legal fees of £4,704 (2024 -Nil) on behalf of WRF, and the balance due to the Guild from WRF at 31 March was £7,105 (2024-£15,415).

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12. TANGIBLE FIXED ASSETS	Land and Buildings £	Plant and Equipment £	Motor Vehicles £	Total £
Cost/valuation				
At 1 April 2024	1,164,250	511,963	20,000	1,696,213
Additions	54,914	32,285	43,075	130,274
Write offs	-	(3,988)	(20,000)	(23,988)
				-
As at 31 March 2025	<u>1,219,164</u>	<u>540,260</u>	<u>43,075</u>	<u>1,802,499</u>
Accumulated Depreciation				
At 1 April 2024	448,441	305,090	20,000	773,531
Charge for the year	20,141	52,835	718	73,694
Write offs	-	(3,541)	(20,000)	(23,541)
As at 31 March 2025	<u>468,582</u>	<u>354,384</u>	<u>718</u>	<u>823,684</u>
Net Book Values				
As at 31 March 2025	<u>750,582</u>	<u>185,876</u>	<u>42,357</u>	<u>978,815</u>
As at 31 March 2024	<u>715,809</u>	<u>206,873</u>	<u>-</u>	<u>922,682</u>

The mixed use properties owned by the Guild and previously accounted for within tangible fixed assets were reclassified as Investment Properties in 2020 (see note 13)
All of the land and buildings are freehold properties.

Depreciation is taken on the cost/valuation of the freehold buildings. Without a complete valuation it is not possible to separate the cost of the land and the Board of Trustees consider that the depreciation charged of 2% per annum on the total cost is reasonable. The write off (£55,767) relates to the Mitcham Shop which was disposed of in the previous financial year.

	2025	2024
Analysis of costs and valuation of land and buildings:	£	£
Historical cost	1,208,476	1,208,476
	<u>1,208,476</u>	<u>1,208,476</u>

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13. INVESTMENT PROPERTIES

The loss on disposal of £55,757 shown on the SOFA relates to the write off of assets linked to the Mitcham shop

	£
Value at 01 April 2024	13,820,000
Disposal	
Residual Value	13,820,000
Gain on Disposal	-
Revaluation	555,000
Value at 31 March 2025	<u>14,375,000</u>

The Guild has a residential property portfolio based in the Wimbledon area. The portfolio is of mixed use and has previously be treated as land and buildings within tangible fixed assets. Following the Financial Reporting Council's triennial review published in December 2017 the Trustees determined in 2020 that the residential properties, along with single retail property should be classified as Investment Properties.

The valuations of the Investment Properties at 31 March 2025 were carried out by Carter Jonas, a property consultancy firm. The valuation of the Guild's residential properties were undertaken by members of the Royal Institution of Chartered Surveyors (RICS) and the valuations approved by RICS Registered Valuers.

The residential properties have been valued using the Market Value method of valuation applied to each of the Guild's residential properties. In undertaking the valuation allowance has been made for the tenancies in place. Therefore, an investment method of valuation, relying on current passing rents for properties subject to a tenancy has been used.

14. FIXED ASSET INVESTMENTS	2025 In the UK £	2025 Outside the UK £	2025 Total £	2024 Total £
Listed Investments				
Market value at 1 April 2024	1,827,593	15,631,221	17,458,814	16,032,972
Additions	513,971	16,066,192	16,580,163	509,652
Disposals	(613,747)	(16,761,210)	(17,374,957)	(18,631)
Net investment gain/(loss)	(72,544)	(505,941)	(578,485)	934,822
Market value at 31 March 2025	<u>1,655,273</u>	<u>14,430,262</u>	<u>16,085,535</u>	<u>17,458,815</u>
Cash Held for Investment	33,000	-	33,000	157,903
Investments at 31 March 2025	<u>1,688,273</u>	<u>14,430,262</u>	<u>16,118,535</u>	<u>17,616,718</u>
Historical cost at 31 March 2025	<u>256,530</u>	<u>16,784,302</u>	<u>17,040,832</u>	<u>17,070,938</u>

On 19th March, 2015 the Guild established a wholly owned trading subsidiary, WG Promotions Limited, a company registered in England and Wales, Company Number 9497808. The company was formed primarily to undertake trading activities to raise monies for The Guild but has been dormant since 1st April 2016. At 31st March, 2025 the Guild's investment in its subsidiary company is £1, representing the cost of the called up ordinary share capital of WG Promotions Limited.

The Guild also owns one ordinary £1 share (100%) in Springfield Court Wimbledon Limited, Company Number 08349741, which was incorporated on 7 January 2013. The company is not trading.

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15. DEBTORS	2025	2024
	£	£
Trade Debtors	10,333	15,759
Other Debtors	55,616	66,002
Accrued Income	81,035	65,179
Prepayments	104,683	56,955
	251,667	203,895

16. CASH	2025	2024
	£	£
Cash in hand and at bank	88,155	51,893
	88,155	51,893

17. CREDITORS - amounts falling due within one year	2025	2024
	£	£
Trade Creditors	141,475	28,271
Other Creditors	60,314	66,222
Accruals and deferred income (see below)	101,563	94,698
	303,352	189,191

Deferred Income	2025
	£
Balance at 1 April 2024	45,098
Amount released to income earned from charitable and other trading activities	(45,098)
Amount deferred in the year	66,598
Balance at 31 March 2025	66,598

Deferred income of £66,598 consists of ticket sales £1,000 for the Bridge Event (May 2026), received in advance, £42,598 in relation to grants (£18,875 - Merton Moves, £7,300 Smoking & Alcohol Awareness and £16,423 in relation to the Community Hub) and donations (£23,000).

18. FINANCIAL INSTRUMENTS	2025	2024
	£	(Restated)
	£	£
Financial assets measured at cost	257,805	340,976
Financial liabilities measured at cost	201,789	94,493

Financial assets include Debtors, and Cash-in-hand and on deposit.
Financial liabilities include trade and other creditors.

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19. FUNDS

<u>2024/25</u>	<u>1 April</u> <u>2024</u> <u>£</u>	<u>Incoming</u> <u>resources</u> <u>£</u>	<u>Resources</u> <u>expended</u> <u>£</u>	<u>Net</u> <u>Inv'mnt</u> <u>gn's/(los's)</u> <u>£</u>	<u>Rev'n</u> <u>of</u> <u>Prop's</u> <u>£</u>	<u>Tr'ers</u> <u>£</u>	<u>Balances</u> <u>31 March</u> <u>2025</u> <u>£</u>
Endowments							
Expendable							
Endowment	16,891,187	(17,079,834)	(14,892)	203,539			-
Property Funds							
Portfolio	-	16,147,101	-	(758,101)		-	15,389,000
Total Endowments	16,891,187	(932,733)	(14,892)	(554,562)	-	-	15,389,000
Restricted Income Funds							
Welfare Fund	58,394	220,895	(227,213)	-		-	52,076
Crown Parade - ICS		11,636	(11,636)	-		-	-
Merton Civic Pride							
-Wellbeing Support	-	49,431	(49,431)	-		-	-
Talking Therapies (ICS)	-	9,076	(9,076)	-		-	-
SWLSTG Merton							
Uplift -Wellbeing Support	-	88,908	(88,908)	-	-	-	-
The Merton							
COVID-19							
Community							
response Hub	16,423	98,538	(114,961)	-		-	-
Winter, Warm & Well Grant	14,652	55,198	(55,074)	-		-	14,776
Musical							
Movement	2,596	8,116	(6,973)	-		-	3,739
LBM - Talking							
Therapies	-	97,926	(83,442)	-		-	14,484
Befriending (ICS)	1,655	56,475	(58,130)	-		-	-
Support for							
Ukraine	1,290	-	-	-		-	1,290
City Bridge							
Foundation	25,052	10,734	(42,312)	-		7,150	624
Merton Moves	-	40,015	(40,015)				-
NHS Merton CCG							
(Grief Support)	-	12,500	(12,500)	-		-	-
The Wimbledon							
Foundation	7,993	-	(7,993)				-
The Peacock							
Charitable Trust	10,000	-	(10,000)	-		-	-
Munro	-	1,000	(763)	-		-	237
Expendable							
Endowment capital							
distribution	-	932,733	(926,019)	-		-	6,714
Special Trust							
income							
(CCLA/Cazenove)	150,174	637,159	(781,935)	-		-	5,398
Total Restricted inc	288,229	2,330,340	(2,526,381)	-	-	7,150	99,338

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<u>2024/25</u>	31 March 2024 £	Incoming resources £	Resources expended £	Inv'mnt gn's/(los's) £	of Prop's £	Tr'ers £	31 March 2025 £
Unrestricted funds							
General Fund	503,898	1,041,213	(741,085)	(23,923)		(113,436)	666,667
Fixed Asset Reserve	922,683	-	(50,154)	-		106,286	978,815
Investment Properties Reserve	13,820,000	-	-	555,000	-		14,375,000
Total Unrestricted Funds	15,246,581	1,041,213	(791,239)	531,077	-	(7,150)	16,020,482
Total Funds	32,425,997	2,438,820	(3,332,512)	(23,485)	-	-	31,508,820

The Expendable Endowment was established by a trustee declaration of trust dated 16th July 2016. The

The investment income generated from the Expendable Endowment investments is included in Restricted Income Funds as 'Special Trust Income', and is used to fund the charitable objects of Wimbledon Guild as defined in the declaration of trust dated 16th July 2016. The Board agreed to add the proceeds of the sales of 2 properties £1,325,000 to the fund during 2022-23.

The Welfare Fund is made up of donations earmarked for welfare use. Small grants are given out to individuals, in line with the objects of the Charity.

The Civic Pride grant was awarded to Wimbledon Guild by London Borough of Merton for a period of 3 years starting on 1st April 2023. Its purposes are to provide ongoing and practical emotional support for people over 60 with complex needs, and to facilitate 3 emotional support groups to improve confidence and motivation and develop resilience.

Talking Therapies ICS - Funding to provide one to one counselling for black and Asian communities.

Merton Uplift is a partnership between the NHS and local voluntary sector organisations which started in April 2019. As part of Merton Uplift Wimbledon Guild has been awarded a 3 year contract by South West London St Georges Mental Health Trust (SWLSTG) to provide Wellbeing Services as part of the Merton Uplift programme. This has been extended by a year.

The Merton COVID-19 Community Response Hub is a partnership between Age UK Merton and Wimbledon Guild. It was set up in March 2020 to help isolated households and those at risk from COVID-19.

The Winter Warm and Well grant was received from London Borough of Merton and is used to help to reduce winter hospital admissions through information, grants and one to one support.

Wimbledon Guild agreed with Musical Moving to take over the running of dance classes for people with Parkinson's, and have received grant and legacy monies to support the programme.

Thw Munro Grant funds the provision of Welfare Grants

LBM Talking Therapies - Support for Ukrainians is funding provided by the London Borough of Merton to provide emotional support group for Ukrainians.

Age UK Befriending service is a partnership with Age UK Merton funded by the local council, whereby Wimbledon Guild provides a face to face befriending service and trains and supports volunteer befrienders.

City Bridge Project - Providing online one to one therapy for people who are housebound.

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Merton Moves represents funding from Merton Council to provide one to one support for people over 60, encouraging physical activity.

The NHS Merton Clinical Commissioning Group grant of £25,000 is used to part fund a bereavement service delivered by Wimbledon Guild to help people aged 16 and above who are bereaved or approaching

The Wimbledon Foundation represents funding to support new emotional support and social groups in East Merton.

The Peacock Charitable Trust represents funding allocated to purchasing a new minivan.

The Investment Properties Reserve represents the valuations of the residential properties owned by Wimbledon Guild and rented out to tenants.

The Fixed Assets Reserves are represented by tangible fixed assets and are not readily convertible into cash.

WIMBLEDON GUILD OF SOCIAL WELFARE
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The 2024/25 movement in funds comparatives are as follows:-

2023/24	1 April 2023 £	Incoming resources £	Resources expended £	Net Inv'mnt gn's/(los's) £	Rev'n of Prop's £	Tr'ers £	Balances 31 March 2024 £
Endowments							
Expendable							
Endowment	15,686,616	325,380	(18,631)	897,747			16,891,112
Property Funds							
Portfolio	1,232,922	18,526				(1,251,373)	75
Total Endowments	16,919,538	343,906	(18,631)	897,747	-	(1,251,373)	16,891,187
Restricted Income Funds							
Welfare Fund	75,342	193,383	(210,331)	-		-	58,394
Merton Civic Pride							
-Wellbeing Support	-	49,431	(49,431)	-		-	-
Talking Therapies							
(ICS)	-	29,328	(29,328)	-		-	-
SWLSTG Merton							
Uplift -Wellbeing							
Support	-	87,813	(87,813)	-	-	-	-
The Merton							
COVID-19							
Community							
response Hub	13,089	95,205	(91,871)	-		-	16,423
Winter, Warm &							
Well Grant	12,266	55,179	(52,793)	-		-	14,652
Musical							
Movement	5,295	4,187	(6,886)	-		-	2,596
LBM - Talking							
Therapies	-	10,570	(10,570)	-		-	-
Befriending (ICS)	5,205	42,601	(46,151)	-		-	1,655
Support for							
Ukraine	5,940	-	(4,650)	-		-	1,290
City Bridge							
Foundation	-	32,202	(7,150)	-		-	25,052
Merton Moves	11,400	29,750	(41,150)			-	-
NHS Merton CCG							
(Grief Support)	12,917	25,000	(37,917)	-		-	-
The Wimbledon							
Foundation		8,453	(460)				7,993
The Peacock							
Charitable Trust	-	10,000	-	-		-	10,000
Other	227	-	-	-		(227)	-
Expendable							
Endowment capital							
distribution	-	(343,906)	-	-		343,906	-
Special Trust							
income							
(Cazenove)	-	692,707	(198,627)	-		(343,906)	150,174
Total Restricted inc	141,681	1,021,903	(875,128)	-	-	(227)	288,229

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<u>2023/24</u>	1 April 2023 £	Incoming resources £	Resources expended £	Inv'mnt gn's/(los's) £	of Prop's £	Tr'ers £	31 March 2024 £
Unrestricted funds							
General Fund	510,961	947,565	(2,180,304)	37,078		1,188,598	503,898
Fixed Asset Reserve	856,094	-	3,587	-		63,002	922,683
Investment Properties Reserve	13,820,000	-	-	-	-		13,820,000
Total Unrestricted Funds	15,187,055	947,565	(2,176,717)	37,078	-	1,251,600	15,246,581
Total Funds	<u>32,248,274</u>	<u>2,313,374</u>	<u>(3,070,476)</u>	<u>934,825</u>	<u>-</u>	<u>-</u>	<u>32,425,997</u>

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FOR THE YEAR ENDED 31 MARCH 2025

20. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General funds	Investment Properties Reserve	Fixed Asset Reserve	Endowment funds	Restricted income funds	Total 2025
2025	£	£	£	£	£	£
Tangible						
Fixed Assets	-	-	978,815	-	-	978,815
Investment						
Properties	-	14,375,000	-	-	-	14,375,000
Investments	630,197	-	-	15,389,000	99,337	16,118,535
Net current						
assets	36,470	-	-	-	-	36,470
Total	666,667	14,375,000	978,815	15,389,000	99,337	31,508,820

	£	£	£	£	£	2024 £
Tangible						
Fixed Assets	-	-	922,683	-	-	922,683
Investment						
Properties	-	13,820,000	-	-	-	13,820,000
Investments	437,301	-	-	16,891,187	288,230	17,616,718
Net current						
assets	66,596	-	-	-	-	66,596
Total	503,897	13,820,000	922,683	16,891,187	288,230	32,425,997

21. CASH FLOW INFORMATION

RECONCILIATION OF CASH FLOWS FROM OPERATING ACTIVITIES

	2025 £	2024 £
Net (Expenditure)/Income for the reporting period (as per the Statement of financial activities)	(917,177)	177,722
Adjustments for:		
Depreciation charges (Note 12)	73,694	55,644
Unrealised and realised losses/(gains) (Note 14)	578,485	(934,825)
Disposal of Fixed Asset (Note 12)	-	55,759
Investment Property Revaluation (Note 13)	(555,000)	-
Deficit from sales of Investment properties/Fixed Asset	(23,541)	(114,988)
Investment income shown in investing activities (Note 4)	(665,314)	(721,098)
Investment fees shown in investing activities (Note 19)	15,013	19,626
(Increase) in debtors	(47,772)	(8,428)
Increase in short term creditors	114,161	(83,917)
Net cash provided by (used in) operating activities	(1,427,452)	(1,554,506)

22. HISTORICAL COSTS OF NET MOVEMENT IN FUNDS

	2025 £	2024 £
Net movement in funds	(917,177)	177,722
Revaluation of Investment Properties (Note 13)	(555,000)	-
Unrealised (gain)/loss on investments (Note 14)	578,037	(934,822)
Net movement of funds on a historical cost basis	(894,140)	(757,100)

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23. SHARE CAPITAL

The company is constituted as a company limited by guarantee. Under the terms of clause 7 of the Articles of Association, in the event of the charity being wound up every member is liable to contribute a sum not exceeding £1 during the time they are a member or within one year thereafter.

24. TAXATION

The Guild is a registered charity and is exempt from taxation on income arising from and expended on its charitable activities.

25. OPERATING LEASES-LESSEE

At 31 March 2025, the charity had the following commitments under non-cancellable operating leases:

	2025	2024
	£	£
Obligations under operating leases expiring in less than one year	74,853	62,302
Obligations under operating leases expiring in one to five years	163,801	206,646
Obligations under operating leases expiring after five years	81,988	129,500
	<u>320,642</u>	<u>398,448</u>

26. PENSION COSTS

The company has a group defined contribution pension scheme which all employees are entitled to join. The company matches contributions made by employees up to 7%.

During the year ended 31 March 2025, the company's total contributions amounted to £99,066 (2024: £92,431). £78,363 of the costs were allocated to restricted activities, and £17,986 to

The Company's staging date for staff auto-enrolment in the pension was 1 July 2014.

27. CAPITAL COMMITMENTS

The company has no authorised and contracted commitments for capital expenditure at 31st March 2025

WIMBLEDON GUILD OF SOCIAL WELFARE
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FOR THE YEAR ENDED 31 MARCH 2025

28. STATEMENT OF FINANCIAL ACTIVITIES-COMPARATIVE INFORMATION

The split of the 2024 comparatives shown on the face of the Statement of Financial Activities between the separate classes of funds are as follows:

	Notes	Unrestricted Funds £	Restricted Income Funds £	Endowment Funds £	Total 2024 £
Income from:					
Donations and legacies	2	90,685		-	90,685
Charitable activities	5	744,029	691,639	-	1,435,668
Other trading activities	3	83,763		-	83,763
Investments	4	29,089	692,707	-	721,796
Other	19	-	(343,906)	343,906	-
Total income		947,566	1,040,440	343,906	2,331,912
Expenditure on:					
Raising funds	6	359,908	-	18,630	378,538
Charitable activities	7	1,760,823	893,894	-	2,654,717
Total expenditure		2,120,731	893,894	18,630	3,033,255
Operating (Deficit)/Surplus		(1,173,165)	146,546	325,276	(701,343)
Net gains/(losses) on investments	14	37,080	-	897,742	934,822
Gain on revaluation and sale of investments		(55,757)	-	-	(55,757)
Transfers		1,251,367		(1,251,367)	-
Net income/(expenditure)	9	59,525	146,546	(28,349)	177,722
Reconciliation of funds					
Total funds brought forward	19	15,187,056	141,683	16,919,536	32,248,275
		15,246,581	288,229	16,891,187	32,425,997

29. OPERATING LEASES-LESSOR

At 31 March 2025, the future minimum lease payments receivable under non-cancellable operating leases were:-

	2025 £	2024 £
Obligations under operating leases expiring in less than one year	430,158	392,640
Obligations under operating leases expiring in one to five years	14,130	6,711
Obligations under operating leases expiring after five years	-	-
	444,288	399,351

WIMBLEDON GUILD OF SOCIAL WELFARE

Company Registration number: 383330, Charity registration number: 200424

Registered Office: Guild House, 30/32 Worple Road, London SW19 4EF

Website: www.wimbledonguild.co.uk

Wimbledon Guild of Social Welfare ('The Guild') is constituted as a company limited by guarantee and is registered for charitable purposes with the Charity Commission. The Guild's governing document is its Memorandum and Articles of Association incorporated 15 October 1943 as amended by special resolution at 6 October 2009.

THE BOARD OF TRUSTEES

Honorary Officers

Chairman	Susan Cooke
Vice Chairman	Tom (R A) Steele
Treasurer	Sandy Pfeifer

Other Members

Karen Biggs
Eniola Oladipo
Caroline Mawhood MBE
Howard Richards
Amir Siddiqui
Frances Haque

Directors

The Trustees of Wimbledon Guild of Social Welfare are the charity's trustees under charity law and the directors of the charitable company.

Life Vice-President

Sheila Dunman

SENIOR MANAGEMENT TEAM

Wendy Pridmore	Chief Executive Officer and General Secretary
Helen Duckworth	Head of Community Services
Adil Qureshi	Head of Talking Therapies
Oladipo Sokoya	Head of Finance and Resources
Mark Williams	Head of Communications and Fundraising

ADVISERS

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