

Equipping for Life Ltd

Northern Ireland · Charity number 108041

Details

Known as Equipping for Life

Status Received

Company number [654291](#)

Registered 2021-04-19

Register [View on the Charity Commission for Northern Ireland register](#)

Contact

Address Unit 9C
Argyle Business Centre
39 North Howard Street
Belfast
BT13 2au
BT13 2AU

Phone 07889 572800

Email pat@equippingforlife.org.uk

Website www.equippingforlife.org.uk

Activities

Purposes: The Company's Objects ("the Objects") are: a) The prevention or relief or poverty b) The advancement of education c) The advancement of religion

What the charity does: The prevention or relief of poverty, The advancement of education, The advancement of religion

How the charity works: Education/training, Relief of poverty, Religious activities, Sport/recreation, Volunteer development

Who the charity helps: Children (5-13 year olds), Specific areas of deprivation, Volunteers

Finances

Period end	Income	Expenditure	Assets	Employees
2025-07-31	£72,935	£96,951	£0	4

Trustees

Name	Role	Appointed
David Jardine		
Ms Lavinia Boyce		
Ms Rachel Swift		
Rev Colin Duncan		
Suzanne Mclean		

Equipping for Life Ltd

Northern Ireland - Charity number 108041

Accounts



Company Registration Number: NI654291
Charity Number: NIC108041

Equipping For Life Ltd
(A company limited by guarantee, not having a share capital)

Annual Report and Unaudited Financial Statements

for the financial year ended 31 July 2025

Finegan Gibson Ltd
Chartered accountants and Registered auditors
2nd Floor
Causeway Tower
9 James Street South
Belfast
Antrim
BT2 8DN

Equipping For Life Ltd
(A company limited by guarantee, not having a share capital)
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Equipping For Life Ltd

(A company limited by guarantee, not having a share capital)

REFERENCE AND ADMINISTRATIVE INFORMATION

Trustees	Dr Lavinia Boyce Rev David Jardine Suzanne Elizabeth Rebecca McLean Thomas John Stewart (Resigned 17 June 2025) Rachel Swift (Treasurer) Rev Colin James Duncan
Chairperson	Rev Colin James Duncan
Company Secretary	Patricia Hutchinson MBE
Charity Number in Northern Ireland	NIC108041
Company Registration Number	NI654291
Registered Office	Unit 9c Argyle Business Centre 39 North Howard Street Belfast BT13 2AP
Principal Address	Unit 9c Argyle Business Centre 39 North Howard Street Belfast BT13 2AP
Independent Examiner	Finegan Gibson Ltd Chartered accountants 2nd Floor Causeway Tower 9 James Street South Belfast Antrim BT2 8DN

Equipping For Life Ltd
(A company limited by guarantee, not having a share capital)
CHAIR'S REPORT
for the financial year ended 31 July 2025

This report covers our seventh year of operation.

Our partnerships with a growing number of local Primary Schools continues to increase and prosper with Equipping for Life providing help with reading, tennis coaching and careers education (Inspire). We work in many areas where deprivation has affected both achievement and aspiration and we partner with local schools to provide the best possible service to the children the schools consider would benefit most from the work. Equipping for Life endeavours to provide as much support to the schools as possible and our relationships with them are based on supportive and mutually agreed objectives.

Recent surveys indicate that the schools are satisfied with the service EFL provides and that the Reading Programme is having a very positive impact on the pupils' confidence, reading ability and self-esteem. The children benefit from development of their reading skills and also from spending time on a one-to-one basis with dedicated volunteer mentors. We continue to provide extensive reading and play resources to each of our volunteer teams as well as appropriate training for using the resources. Research shows that there are many benefits for reading for children:

- are more likely to overcome disadvantage caused by inequalities;
- are more likely to be happier, healthier and experience better mental wellbeing and self-esteem;
- are more likely to do better at school and make more progress across the curriculum; and
- are more likely to develop empathy and creativity.

The wisdom, experience and dedication of our volunteers are the main reasons why the work of Equipping for Life is valued by our partner schools. Our 166 volunteers are recruited from churches and, increasingly, from word of mouth through our volunteer community. We continue to refine our recruitment and training procedures to improve the induction experience of the new volunteers. EFL follows the advice and guidance of AccessNI and keeps its procedures in line with recommended best practice.

We continue to expand into different areas and primary schools. During the year we increased the number of partner schools to 27 including North Belfast, East Belfast and Lisburn. We have plans to develop further partnerships in the coming years including in Lisburn, Larne, East Belfast, Mid Antrim, Londonderry and Fermanagh.

The staffing contingent did not change throughout the year, and we continue to operate with 2.2 Full Time Equivalent staff. Brother David Jardine, Equipping for Life's Founder, continues to pray for and support the work of EFL through his involvement as a Trustee, recruitment of volunteers and donors. The Trustees have a very wide range of relevant experience from the private, public, church and charity sectors. There is a large spread of skills within the Trustee team including pastoral care, finance, human resources, management, risk management and legal. Each Trustee meeting begins with prayer. I am very grateful for their commitment, hard work and wisdom.

Our fundraising activities continued successfully with sustainability and strategic planning being key issues for the Trustees. We require financial assistance to pay for staffing, office facilities, ministries and for general administrative overheads. We are indebted to a number of individual donors and to Trusts, who are acknowledged later in this report. God has been very faithful to Equipping for Life and we owe any success to Him.

The Reading Programme continues to be the main outreach in Primary Schools and involves over 300 children. Over the last four years we have also developed the Tennis programme in North Belfast. This involved introducing the children in eight Primary Schools to the sport of tennis. Our Tennis Coach and volunteers rotate around the schools throughout the year and provide basic tennis coaching. The qualitative evaluation by the school Principals remains overwhelmingly positive.

The Inspire Programme, established in September 2022, has the vision of inspiring the children of the Shankill to unlock their potential and help shape their future working lives. For the 2024/25 programme we involved about 400 children with events at Springhill and Blackmountain Primary Schools. As was the case in the previous year, these events were only possible because of the help and support of several businesses and individuals (Inspire Facilitators) who gave so generously of their time and expertise. Pupil and staff evaluations were overwhelmingly positive: 93% of the pupils (who responded) indicated at the end of the Inspire Day, that they had an idea of what they wanted to do when they grew up; 100% of the teachers (who responded) agreed or strongly agreed that the pupils learned a lot about the world of work. We also had follow-up activities with schools who had completed an Inspire Day which included a field trip to the Welcome Evangelical Church to learn about the inspirational life of Amy Carmichael and the fascinating history of the textile mills and workers in North Belfast. Our hope is that a seed will be planted in the lives of these young children, the next generation on the Shankill Road, and that this will come to fruition as the children progress in life to achieve their full potential.

Finally, I wish to thank our Board members for their valuable input and assistance. The Trustees continue to endeavour to provide good governance to the staff and volunteers of Equipping for Life. I would also like to thank the staff for their diligence, commitment and hard work for maintaining and developing the influence and effectiveness of

Equipping For Life Ltd

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CHAIR'S REPORT

for the financial year ended 31 July 2025

Equipping for Life. Not least, to thank the volunteers who so freely give of their time to encourage and support the children they meet.

Rev. Colin Duncan
Chairperson
Equipping for Life Ltd

Equipping For Life Ltd
(A company limited by guarantee, not having a share capital)
TRUSTEES' ANNUAL REPORT
for the financial year ended 31 July 2025

The trustees present their Trustees' Annual Report, combining the Directors' Report and Trustees' Report, and the unaudited financial statements for the financial year ended 31 July 2025.

The financial statements are prepared in accordance with the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The Trustees' Report contains the information required to be provided in the Trustees' Annual Report under the Statement of Recommended Practice (SORP) guidelines. The trustees of the charity are also charity trustees for the purpose of charity law and under the charity's constitution are known as members of the board of trustees.

In this report the trustees of Equipping For Life Ltd present a summary of its purpose, governance, activities, achievements and finances for the financial year 31 July 2025.

The charity is a registered charity and hence the report and results are presented in a form which complies with the requirements of the Companies Act 2006 and, although not obliged to comply with the Statement of Recommended Practice applicable in the UK and Republic of Ireland FRS 102, the organisation has implemented its recommendations where relevant in these financial statements.

Mission, Objectives and Strategy

Objectives

Vision: Young people and families equipped and empowered; communities revitalised.

Mission: To equip people so they can fulfil their potential.

Values: Faith, Integrity, Equality, Commitment and Hope.

The charitable company's legal objects as set out in its governing document (Articles of Association) are:

- The prevention or relief of poverty;
- The advancement of education; and
- The advancement of religion.

Its aims are:

1. To develop and refine volunteer enabled initiatives, that have measurable outputs and outcomes, and are delivered, in partnership with schools, churches and communities in North and West Belfast;
2. To explore the possibility and then expand into other areas, towns and cities through the application of tried and tested volunteer enabled initiatives, in partnership with schools, churches and communities; and
3. To research and identify new opportunities, partnerships and initiatives through which volunteer teams can assist young people, their families and their communities be equipped, empowered and revitalised; and
4. To enable sound governance, finance, administration and further development.

Main Activities, Projects, Services:

- Promotion of EFL
- Recruitment of volunteers
- Access NI checking of volunteers
- Training of volunteers
- Placing volunteers in schools
- Volunteer management
- Volunteer evaluation
- Pilot employability support, in partnership with training organisations
- Identify opportunities to work in partnership with community cohesion initiatives
- Governance of EFL
- Internal and external communications
- Staff recruitment and training
- Financial management of EFL
- Income generation
- Administration

Volunteers are sourced from local churches and other organisations, including schools and colleges and through recruitment by existing volunteers.

Equipping For Life Ltd

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TRUSTEES' ANNUAL REPORT

for the financial year ended 31 July 2025

Public benefit.

The trustees have complied with the duty to have due regard to the Charity Commission for Northern Ireland's statutory guidance on the public benefit requirement issued under the Charities Act (NI) 2008.

The trustees believe that the charitable company provides a public benefit in a number of ways through the undertaking of a range of projects.

Achievements and Performance

In 2024/2025, the seventh year of operation:

1. 5 Meetings of Trustees during the year.
2. 9 Meetings of Sub-Committees during the year.
3. Monthly Leadership meetings during the year.
4. 6 Child Protection training sessions held for new volunteers.
5. 18 new volunteers recruited.
6. 166 active volunteers working in schools end of Academic year 2024.
7. Number of partner schools increased to 30.
8. Reading and play resources provided to each new Team.
9. 8 schools receiving free tennis coaching involving 1 tennis coach and 2 volunteers.
10. Regular contact maintained with all Head Teachers.
11. Regular contact maintained with all Volunteer Tutors.
- 12.5 Training and celebration sessions held with Volunteers Tutors and Team Leaders, lunch included.
13. Contact made via weekly Zoom prayer meetings.
14. 44 Prayer events held during the year (including weekly Zoom prayer meetings).
15. Total number of supporting Prayer Partners is 450 including Volunteer Mentors.
- 16.2 Inspire Days hosted in Greater Shankill Schools involving 400 children.
- 17.2 Amy Carmichael Days in partnership with the Welcome Church, Cambrai Street, Belfast.
18. Partnerships developed with over 30 businesses and individuals who assisted at the Inspire Days.

Financial Review

The results for the year are set out on pages 12 to 13.

The charitable company returned net incoming resources for the year of £(24,016) (2024: £(13,132)), of which £0 (2024: £(2,506)) was restricted.

Financial Results

At the end of the financial year the charity has assets of £95,820 (2024 - £126,931) and liabilities of £4,006 (2024 - £11,101). The net assets of the charity have decreased by £(24,016).

Reserves Position and Policy

Reserves Policy

The charitable company's ongoing policy is to retain a minimum level of reserves which matches the needs of the organisation both at the current time and in the foreseeable future. The trustees will strive to maintain reserves in the future sufficient to meet statutory obligations, committed expenditure, core salaries and running costs for a period equivalent to 6 months annual expenditure. The trustees believe that a minimum period of 6 months is necessary in order that there is continuity of service.

The charitable company will continue to monitor compliance with this policy on a regular basis and the Board will review the appropriateness of the policy annually.

In addition to this minimum level of reserves, Equipping for Life Ltd aspires to build reserves for the purposes of strategic growth and development in line with its Operational Plan as summarised under "Plans for the future".

Free reserves are those unrestricted reserves not designated, nor invested in fixed assets, which are available for general use and which can be designated for future developments. At 31 July 2025 their level was £28,339 (2024: £52,130), whilst 6 months core salaries and running costs and statutory redundancy liabilities would equate to approximately £24,518-£49,036 (2024: £21,395-£42,791).

Equipping For Life Ltd
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TRUSTEES' ANNUAL REPORT
for the financial year ended 31 July 2025

Trustees

The trustees who served throughout the financial year, except as noted, were as follows:

Dr Lavinia Boyce
Rev David Jardine
Suzanne Elizabeth Rebecca McLean
Thomas John Stewart (Resigned 17 June 2025)
Rachel Swift (Treasurer)
Rev Colin James Duncan

In accordance with the Constitution, the trustees retire by rotation and, being eligible, offer themselves for re-election.

The secretary who served during the financial year was:

Patricia Hutchinson MBE

Compliance with Sector-Wide Legislation and Standards

The charity engages pro-actively with legislation, standards and codes which are developed for the sector. Equipping For Life Ltd subscribes to and is compliant with the following:

- The Companies Act 2006
- The Charities SORP (FRS 102)

Going Concern

The trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

Risk Management

The principles of good governance are embedded within all aspects of Equipping for Life Ltd.'s operations with management and staff being keenly aware of the Board's responsibility of ensuring that the organisation protects itself from financial exposure and reputational damage. A close working relationship is maintained between the Board and management to ensure that operationally staff are aware of the standards required of them by the Board and that the Board is always in a position to provide guidance and support to management in the discharge of their duties. This two-way relationship is a key feature of Equipping for Life Ltd.'s governance arrangements and is a key strength of the charitable company.

Plans for the future

Objectives:

1. Aim: To develop and refine volunteer enabled initiatives, that have measurable outputs and outcomes, and are delivered, in partnership with schools, churches and communities in North and West Belfast.
 - 1.1 Greater Shankill collective approach to EFL volunteer led educational support
 - 1.2 Further develop literacy support in primary schools
 - 1.3 Explore further appropriate employability support for local primary schools
 - 1.4 Pilot and develop a whole school partnership model
 - 1.5 Explore and pilot community education initiatives in partnership with local groups and organisations
2. Aim: To explore the possibility and then expand into other areas, towns and cities through the application of tried and tested volunteer enabled initiatives, in partnership with schools, churches and communities.
 - 2.1 Continue to develop links with schools in Armagh, Lisburn, East Belfast and East Antrim to enable strong and stable partnerships to be established
 - 2.2 Increase the number of volunteer teams in the development areas
 - 2.3 Refine the recruitment, training and support procedures to enable new teams to provide more effective mentoring in schools
3. Aim: To research and identify new opportunities, partnerships and initiatives through which volunteer teams can assist young people, their families and their communities be equipped, empowered and revitalised.
 - 3.1 Identify opportunities to work in partnership with schools, businesses and individuals to empower primary aged children to develop into caring and effective adults
 - 3.3 Build on the work done through the Inspire Days to enable schools to continue to develop their careers provision and education
4. Aim: To enable sound governance, finance, administration and further development
 - 4.1 Effective governance of EFL
 - 4.2 Organisational handbook of required legal and operational related policies and procedures

Equipping For Life Ltd

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TRUSTEES' ANNUAL REPORT

for the financial year ended 31 July 2025

- 4.3 Effective internal and external communications
- 4.4 Effective marketing /PR/media plan
- 4.5 Effective volunteer recruitment and management
- 4.6 Effective staff and volunteer training plan
- 4.7 Effective financial management of EFL
- 4.8 Effective income generation strategy
- 4.9 Effective administration of EFL
- 4.10 Further development of EFL planned and modelled effectively
- 4.11 Effective management of liaison with EFL centres

Approved by the Board of Trustees on 10 March 2026 and signed on its behalf by:



Rev Colin James Duncan
Chairperson



Rachel Swift (Treasurer)
Trustee

Equipping For Life Ltd

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STATEMENT OF TRUSTEES' RESPONSIBILITIES

for the financial year ended 31 July 2025

The trustees, who are also directors of Equipping For Life Ltd for the purposes of company law, are responsible for preparing the financial statements in accordance with applicable law and regulations.

Company law requires the trustees as the directors to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law) including FRS102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland". 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 charity and of the net income or expenditure of the charity for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with the relevant financial reporting framework, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees confirm that they have complied with the above requirements in preparing the financial statements.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Board of Trustees on 10 March 2026 and signed on its behalf by:


Rev Colin James Duncan
Chairperson


Rachel Swift (Treasurer)
Trustee

Equipping For Life Ltd

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INDEPENDENT EXAMINER'S REPORT TO THE BOARD OF TRUSTEES OF EQUIPPING FOR LIFE LTD

We have examined the financial statements of the charity for the financial year ended 31 July 2025, which comprise the Statement of Financial Activities (incorporating an Income and Expenditure Account), the Balance Sheet and the related notes.

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our work has been undertaken so that we might compile the financial statements that we have been engaged to compile, report to the Board of Trustees that we have done so, and state those matters that we have agreed to state to them in this 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 charity and the charity's members, as a body, for our work, or for this report.

Respective responsibilities of trustees and examiner

The charity's trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006. The charity's trustees consider that an audit is not required for this financial year under Chapter 3 of Part 16 of the Companies Act 2006 and that an independent examination is required.

It is our responsibility to:

- examine the financial statements under section 65 of the Charities Act;
- follow the procedures laid down by the general Directions given by the Charity Commission for Northern Ireland under section 65(9)(b) of the Charities Act; and
- state whether particular matters have come to our attention.

Basis of independent examiner's report

We have examined your charity financial statements as required under section 65 of the Charities Act and our examination was carried out in accordance with the general Directions given by the Charity Commission for Northern Ireland under section 65(9)(b) of the Charities Act. An examination includes a review of the accounting records kept by the charity and a comparison of the financial statements presented with those records. It also includes consideration of any unusual items or disclosures in the financial statements and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

In connection with our examination, no matter has come to our attention which gives us cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006
- the financial statements do not accord with those accounting records
- the financial statements have not been prepared in accordance with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the 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 (FRS102)
- there is further information needed for a proper understanding of the accounts to be reached.

Independent examiner's statement

We 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 financial statements to be reached.



FINEGAN GIBSON LTD

Chartered accountants and Registered auditors

2nd Floor

Causeway Tower

9 James Street South

Belfast

Antrim

BT2 8DN

Date: 10 March 2026

Equipping For Life Ltd
(A company limited by guarantee, not having a share capital)
STATEMENT OF FINANCIAL ACTIVITIES
(Incorporating an Income and Expenditure Account)
for the financial year ended 31 July 2025

	Notes	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £
Income							
Donations and legacies	4.1	7,857	-	7,857	10,715	-	10,715
Charitable activities	4.2	53,578	11,500	65,078	12,985	48,750	61,735
Total income		61,435	11,500	72,935	23,700	48,750	72,450
Expenditure							
Charitable activities	5.1	85,451	11,500	96,951	31,504	54,078	85,582
Net income/(expenditure)		(24,016)	-	(24,016)	(7,804)	(5,328)	(13,132)
Transfers between funds		-	-	-	(2,822)	2,822	-
Net movement in funds for the financial year		(24,016)	-	(24,016)	(10,626)	(2,506)	(13,132)
Reconciliation of funds:							
Total funds beginning of the year	17	115,830	-	115,830	126,456	2,506	128,962
Total funds at the end of the year		91,814	-	91,814	115,830	-	115,830

The Statement of Financial Activities includes all gains and losses recognised in the financial year. All income and expenditure relate to continuing activities.

Equipping For Life Ltd

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Company Number: NI654291

BALANCE SHEET

as at 31 July 2025

	Notes	2025 £	2024 £
Fixed Assets			
Tangible assets	12	139	704
Current Assets			
Debtors	13	190	-
Cash at bank and in hand		95,491	126,227
		95,681	126,227
Creditors: Amounts falling due within one year	14	(4,006)	(11,101)
Net Current Assets		91,675	115,126
Total Assets less Current Liabilities		91,814	115,830
Funds			
Designated funds (Unrestricted)		29,016	62,996
General fund (unrestricted)		62,798	52,834
Total funds	17	91,814	115,830


These financial statements have been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.


For the financial year ended 31 July 2025 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006; and no notice has been deposited under section 476.

The trustees confirm that the members have not required the company to obtain an audit of its financial statements for the financial year in question in accordance with section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 and for preparing financial statements which give a true and fair view of the state of affairs of the charity as at the end of the financial year and of its profit and loss for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charity.

Approved by the Board of Trustees and authorised for issue on 10 March 2026 and signed on its behalf by


Rev Colin James Duncan
Chairperson


Rachel Swift (Treasurer)
Trustee

Equipping For Life Ltd

(A company limited by guarantee, not having a share capital)

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 July 2025

1. GENERAL INFORMATION

Equipping For Life Ltd is a company limited by guarantee incorporated in Northern Ireland. The registered office of the charity is Unit 9c, Argyle Business Centre, 39 North Howard Street, Belfast, BT13 2AP which is also the principal place of business of the charity. The financial statements have been presented in Pound (£) which is also the functional currency of the charity.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the charity's financial statements.

Basis of preparation

The financial statements have been prepared on the going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP) "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".

As permitted by the Companies Act 2006, the charity has varied the standard formats in that act for the Statement of Financial Activities and the Balance Sheet. Departures from the standard formats are to comply with the requirements of the Charities SORP and are in compliance with section 4.7, 10.6 and 15.2 of that SORP.

Statement of compliance

The financial statements of the charity for the financial year ended 31 July 2025 have been prepared on the going concern basis and in accordance with the Statement of Recommended Practice (SORP) "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".

Cash flow statement

The charity has availed of the exemption in FRS 102 from the requirement to produce a cash flow statement because it is classified as a small charity.

Fund accounting

The following are the categories of funds maintained:

Restricted funds

Restricted funds represent income received which can only be used for particular purposes, as specified by the donors. Such purposes are within the overall objectives of the charity.

Unrestricted funds

Unrestricted funds consist of General and Designated funds.

- General funds represent amounts which are expendable at the discretion of the board, in furtherance of the objectives of the charity.
- Designated funds comprise unrestricted funds that the board has, at its discretion, set aside for particular purposes. These designations have an administrative purpose only, and do not legally restrict the board's discretion to apply the fund.

Income

Income is recognised by inclusion in the Statement of Financial Activities only when the charity is legally entitled to the income, performance conditions attached to the item(s) of income have been met, the amounts involved can be measured with sufficient reliability and it is probable that the income will be received by the charity.

Income from charitable activities

Income from charitable activities include income earned from the supply of services under contractual arrangements and from performance related grants which have conditions that specify the provision of particular services to be provided by the charity. Income from government and other co-funders is recognised when the charity is legally entitled to the income because it is fulfilling the conditions contained in the related funding agreements. Where a grant is received in advance, its recognition is deferred and included in creditors. Where entitlement occurs before income is received, it is accrued in debtors.

Equipping For Life Ltd

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NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 July 2025

Grants from governments and other co-funders typically include one of the following types of conditions:

- Performance based conditions: whereby the charity is contractually entitled to funding only to the extent that the core objectives of the grant agreement are achieved. Where the charity is meeting the core objectives of a grant agreement, it recognises the related expenditure, to the extent that it is reimbursable by the donor, as income.

- Time based conditions: whereby the charity is contractually entitled to funding on the condition that it is utilised in a particular period. In these cases the charity recognises the income to the extent it is utilised within the period specified in the agreement.

In the absence of such conditions, assuming that receipt is probable and the amount can be reliably measured, grant income is recognised once the charity is notified of entitlement.

Grants received towards capital expenditure are credited to the Statement of Financial Activities when received or receivable, whichever is earlier.

Expenditure

Expenditure is analysed between costs of charitable activities and raising funds. The costs of each activity are separately accumulated and disclosed, and analysed according to their major components. Expenditure is recognised when a legal or constructive obligation exists as a result of a past event, a transfer of economic benefits is required in settlement and the amount of the obligation can be reliably measured. Support costs are those functions that assist the work of the charity but cannot be attributed to one activity. Such costs are allocated to activities in proportion to staff time spent or other suitable measure for each activity.

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write off the original cost or valuation of tangible fixed assets, less their estimated residual value, over their expected useful lives as follows:

Equipment	25% Straight line
-----------	-------------------

Debtors

Debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Income recognised by the charity from government agencies and other co-funders, but not yet received at financial year end, is included in debtors.

Cash at bank and in hand

Cash at bank and in hand comprises cash on deposit at banks requiring less than three months notice of withdrawal.

Equipping For Life Ltd

(A company limited by guarantee, not having a share capital)

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 July 2025

Taxation and deferred taxation

No current or deferred taxation arises as the charity has been granted charitable exemption. Irrecoverable valued added tax is expensed as incurred.

Deferred tax is recognised in respect of all timing differences that have originated but not reversed at the balance sheet date where transactions or events have occurred at that date that will result in an obligation to pay more tax in the future, or a right to pay less tax in the future. Timing differences are temporary differences between the charity's taxable income and its results as stated in the financial statements.

Deferred tax is measured on an undiscounted basis at the tax rates that are anticipated to apply in the periods in which the timing differences are expected to reverse, based on tax rates and laws that have been enacted or substantively enacted by the balance sheet date.

Pensions

The charity operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the charity. Annual contributions payable to the charity's pension scheme are charged to the income and expenditure account in the period to which they relate

Financial Instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Equipping For Life Ltd

(A company limited by guarantee, not having a share capital)

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 July 2025

3. SIGNIFICANT ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical judgements in applying the entity's accounting policies- There are no critical judgements in applying the charitable company's accounting policies. Critical accounting estimates and assumptions- There are no critical accounting estimates and assumptions.

4. INCOME					
4.1 DONATIONS AND LEGACIES		Unrestricted Funds	Restricted Funds	2025	2024
		£	£	£	£
Donations		5,585	-	5,585	10,615
Donations in Kind		-	-	-	100
Gift Aid		2,272	-	2,272	-
		<u>7,857</u>	<u>-</u>	<u>7,857</u>	<u>10,715</u>
4.2 CHARITABLE ACTIVITIES		Unrestricted Funds	Restricted Funds	2025	2024
		£	£	£	£
Charitable Activities:					
Ardbarron Trust		12,000	-	12,000	11,000
Mason Glen		40,000	-	40,000	39,750
Benefact Trust		-	-	-	9,000
Sundry		1,578	-	1,578	1,985
LFT Charitable Trust		-	4,000	4,000	-
TBF Thompson		-	7,500	7,500	-
		<u>53,578</u>	<u>11,500</u>	<u>65,078</u>	<u>61,735</u>
5. EXPENDITURE					
5.1 CHARITABLE ACTIVITIES		Direct Costs	Other Costs	Support Costs	2025
		£	£	£	2024
					£
Expenditure on charitable activities		<u>5,918</u>	<u>-</u>	<u>91,033</u>	<u>96,951</u>
5.2 SUPPORT COSTS				Charitable Activities	2025
				£	2024
				£	£
Finance Costs			747	747	938
General Office			3,666	3,666	4,783
Premises			5,885	5,885	5,224
Staff Costs			78,543	78,543	67,467
Governance costs			2,192	2,192	1,751
			<u>91,033</u>	<u>91,033</u>	<u>80,163</u>

continued

Equipping For Life Ltd
(A company limited by guarantee, not having a share capital)
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 July 2025

6. ANALYSIS OF SUPPORT COSTS

	2025	2024
	£	£
Finance Costs	747	938
General Office	3,666	4,783
Premises	5,885	5,224
Staff Costs	78,543	67,467
Governance costs	2,192	1,751
	<u>91,033</u>	<u>80,163</u>

7. NET INCOME

	2025	2024
	£	£
Net Income is stated after charging/(crediting):		
Depreciation of tangible assets	685	916
Operating lease rentals		
- Office equipment	668	-
Independent Examiner's remuneration:		
- independent examination services	1,946	1,686
	<u>1,946</u>	<u>1,686</u>

8. EMPLOYEES AND REMUNERATION

Number of employees

The average number of persons employed (including executive trustees) during the financial year was as follows: 4

	2025	2024
	Number	Number
Part time equivalent	<u>4</u>	<u>4</u>

The staff costs comprise:

	2025	2024
	£	£
Wages and salaries	62,730	55,778
Social security costs	15,079	10,908
Pension costs	613	780
	<u>78,422</u>	<u>67,466</u>

9. EMPLOYEE BENEFIT

No employee received employee benefits of more than £60,000 during the year (2024:Nil).

10. KEY MANAGEMENT PERSONNEL

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £57,675 (2024:£37,484).

11. TRUSTEE REMUNERATION

As a member of the Society of Saint Francis, Brother David Jardine (founder and trustee of Equipping for Life Ltd) has taken a vow of poverty and is not in receipt of a salary. He is paid expenses by Equipping for Life Ltd and in the year ended 31 July 2025 received £Nil (2024:£Nil), £Nil of which was from restricted received from this purpose (2024: £Nil).

Equipping For Life Ltd
(A company limited by guarantee, not having a share capital)
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 July 2025

12. TANGIBLE FIXED ASSETS

	Equipment	Total
	£	£
Cost		
At 1 August 2024	5,375	5,375
Additions	120	120
Disposals	(200)	(200)
	<u>5,295</u>	<u>5,295</u>
At 31 July 2025	5,295	5,295
Depreciation		
At 1 August 2024	4,671	4,671
Charge for the financial year	685	685
On disposals	(200)	(200)
	<u>5,156</u>	<u>5,156</u>
At 31 July 2025	5,156	5,156
Net book value		
At 31 July 2025	<u><u>139</u></u>	<u><u>139</u></u>
At 31 July 2024	<u><u>704</u></u>	<u><u>704</u></u>

13. DEBTORS

	2025	2024
	£	£
Prepayments and accrued income	<u>190</u>	<u>-</u>

14. CREDITORS

Amounts falling due within one year	2025	2024
	£	£
Taxation and social security costs	1,509	1,120
Accruals and deferred income	2,497	9,981
	<u>4,006</u>	<u>11,101</u>

15. PENSION COSTS - DEFINED CONTRIBUTION

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. Pension costs amounted to £613 (2024 - £780).

16. RESERVES

	2025	2024
	£	£
At the beginning of the year	115,830	128,962
Deficit for the financial year	(24,016)	(13,132)
	<u>91,814</u>	<u>115,830</u>

continued

Equipping For Life Ltd
(A company limited by guarantee, not having a share capital)
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 July 2025

17. FUNDS

17.1 RECONCILIATION OF MOVEMENT IN FUNDS

	Unrestricted Funds £	Total Funds £
At 1 August 2023	126,456	128,962
Movement during the financial year	(10,626)	(13,132)
At 31 July 2024	115,830	115,830
Movement during the financial year	(24,016)	(24,016)
At 31 July 2025	91,814	91,814

17.2 ANALYSIS OF MOVEMENTS ON FUNDS

	Balance 1 August 2024 £	Income £	Expenditure £	Transfers between funds £	Balance 31 July 2025 £
LFT Charitable Trust	-	4,000	4,000	-	-
TBF Thompson	-	7,500	7,500	-	-
	-	11,500	11,500	-	-
Unrestricted funds					
Designated funds	62,216	-	33,200	-	29,016
Unrestricted General	53,614	61,435	52,251	-	62,798
	115,830	61,435	(85,451)	-	91,814
Total funds	115,830	72,935	96,951	-	91,814

Funds amounting to £25,000 had been earmarked to support the future development of regional "approved centres" in 2021. A decision was made by the trustees to release this in 2022.

The Reading Programme is the core aspect of Equipping for Life's work in the community. Over the past 18 months the number of schools partnering with EFL has almost trebled, with nearly 250 children per week having 30-minute sessions with our Volunteer Tutors. These sessions offer invaluable opportunities for one-to-one reading and mentoring support to the children. £50,000 has been designated to enable the Reading Programme to continue this year.

17.3 ANALYSIS OF NET ASSETS BY FUND

	Fixed assets - charity use £	Current assets £	Current liabilities £	Total £
Unrestricted general funds	139	95,681	(4,006)	91,814
	139	95,681	(4,006)	91,814

Equipping For Life Ltd

(A company limited by guarantee, not having a share capital)

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 July 2025

18. STATUS

The charity is a company limited by guarantee not having a share capital.

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one financial year thereafter, for the payment of the debts and liabilities of the company contracted before they ceased to be members, and the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves, such amount as may be required, not exceeding £ 1.

19. POST-BALANCE SHEET EVENTS

There have been no significant events affecting the Charity since the financial year-end.

20. NON-EXCHANGE TRANSACTIONS

The charitable company benefits from the contribution of unpaid volunteers, including Volunteer Tutors. Their contribution is not accounted for due to the lack of a reliable basis of measurement. The tutors' training is provided internally, supplemented by training provided free of charge by NICVA and churches.

The charitable company also benefits from the ongoing maintenance of its website by Alan Graham, a volunteer who has gained some experience in this area.

EQUIPPING FOR LIFE LTD
(A company limited by guarantee, not having a share capital)

SUPPLEMENTARY INFORMATION

RELATING TO THE FINANCIAL STATEMENTS

FOR THE FINANCIAL YEAR ENDED 31 JULY 2025

Equipping For Life Ltd

(A company limited by guarantee, not having a share capital)

SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS

OPERATING STATEMENT

for the financial year ended 31 July 2025

	Schedule	2025 £	2024 £
Income		72,935	72,450
Charitable activities and other expenses	1	(96,951)	(85,582)
Net deficit		(24,016)	(13,132)

Equipping For Life Ltd

(A company limited by guarantee, not having a share capital)

SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS

SCHEDULE 1 : CHARITABLE ACTIVITIES AND OTHER EXPENSES

for the financial year ended 31 July 2025

	2025	2024
	£	£
Expenses		
Wages and salaries	62,730	55,778
Social security costs	15,079	10,908
Staff defined contribution pension costs	613	780
Staff training	121	351
Reading Expenses	1,178	-
Inspire Program	2,924	2,994
Rent payable	3,642	3,579
Hospitality	1,187	-
Insurance	755	800
Leasing of office equipment	668	-
IT Software and Consumables	326	60
Light and heat	820	846
General Expenses	721	-
Tennis Expenses	1,418	-
Printing and stationery	770	1,095
Office Equipment	(69)	348
Telephone	389	678
Computer costs	-	964
Activity costs- restricted tennis	-	1,620
Activity costs- unrestricted	398	454
General expenses	88	1,282
Legal and professional	120	-
IT Consultancy fees	59	49
Accountancy	126	16
Auditor's/Independent Examiner's remuneration	1,946	1,686
Bank charges	62	22
Subscriptions	195	356
Depreciation	685	916
	<u>96,951</u>	<u>85,582</u>

Equipping for Life Ltd

Northern Ireland - Charity number 108041

Accounts

COMPANY REGISTRATION NUMBER: NI654291
CHARITY REGISTRATION NUMBER: NIC108041

Equipping For Life Ltd
Company Limited by Guarantee
Unaudited Financial Statements
31 July 2024

Finegan Gibson Ltd
Chartered accountants
Causeway Tower
9 James Street South
Belfast
BT2 8DN

Equipping For Life Ltd
Company Limited by Guarantee
Financial Statements
Year ended 31 July 2024

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Statement of financial position	14
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Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 July 2024

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 July 2024.

Chair's report

This report covers our sixth year of operation.

Our partnerships with a growing number of local Primary Schools continues to increase and prosper with Equipping for Life providing help with reading, tennis coaching and careers education (Inspire). We work in many areas where deprivation has affected both achievement and aspiration and we partner with local schools to provide the best possible service to the children the schools consider would benefit most from the work. Equipping for Life endeavours to provide as much support to the schools as as possible and our relationships with them are based on supportive and mutually agreed objectives. The children we work with in our Reading Programme benefit from development of their reading skills and also from spending time on a one-to-one basis with dedicated volunteer tutors. We continue to provide extensive reading and play resources to each of our volunteer teams as well as appropriate training for using the resources. Research shows that there are many benefits for reading for children:

- Are more likely to overcome disadvantage caused by inequalities.
- Are more likely to be happier, healthier and experience better mental wellbeing and self-esteem.
- Are more likely to do better at school and make more progress across the curriculum.
- Are more likely to develop empathy and creativity.

The wisdom, experience and dedication of our volunteers are the main reasons why the work of Equipping for Life is valued by our partner schools. Our 150+ volunteers are recruited from churches and, increasingly, from word of mouth through our volunteer community. We continue to refine our recruitment and training procedures to improve the induction experience of the new volunteers. EfL follows the advice and guidance of AccessNI and keeps its procedures in line with recommended best practice. We continue to expand into different areas and primary schools. During the year we increased the number of partner schools to 27 including North Belfast, East Belfast and Lisburn. We have plans to develop further partnerships in the coming year including in Lisburn, South Antrim, East-Antrim, East Belfast and Armagh. The staffing contingent did not change throughout the year, and we continue to operate with 2.2 Full Time Equivalent staff. Bro David Jardine, Equipping for Life's Founder, continues to pray for and support the work of EfL through his involvement as a Trustee, recruitment of volunteers and donors. Mr Gordon Bell, who served as Chair of the Board of Trustees for 5 years stood down at the start of 2024. The Trustees and staff are very grateful for his wise and dedicated service. During the year Mrs Rosemary Wilson joined the Board as an advisor. Our fundraising activities continued successfully with sustainability and strategic planning being key

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2024

issues for the Trustees. We require financial assistance to pay for staffing, office facilities, ministries and for general administrative overheads. We are indebted to a number of individual donors and to trusts, who are acknowledged later in this report. God has been very faithful to Equipping for Life and we owe any success to Him. The Reading Programme continues to be the main outreach in Primary Schools and involves over 300 children. Over the last four years we have also developed the Tennis programme in North Belfast. This involved introducing the children in eight Primary Schools to the sport of tennis. Our Tennis Coach and volunteers rotate around the schools throughout the year and provide basic tennis coaching. The qualitative evaluation by the school Principals remains overwhelmingly positive.

The Inspire Programme, established in September 2022, has the vision of inspiring the children of the Shankill to unlock their potential and help shape their future working lives. For the 2023/24 programme we involved about 400 children with events at Edenbrooke and Malvern Primary Schools. As was the case in the previous year, these events were only possible because of the help and support of several businesses and individuals (Inspire Facilitators) who gave so generously of their time and expertise. Inspire Facilitators, pupil and staff evaluations were overwhelmingly positive: 95% of the Inspire Facilitators (who responded) strongly agreed that this was an excellent learning opportunity for the children; almost 90% of the pupils (who responded) indicated at the end of the Inspire Day, that they had an idea of what they wanted to do when they grew up; 100% of the teachers (who responded) agreed or strongly agreed that the pupils learned a lot about the world of work. During the year we also introduced follow-up activities with schools who had completed an Inspire Day. This included a field trip to the Welcome Church to learn about the inspirational life of Amy Carmichael and the fascinating history of the textile mills and workers in North Belfast. Our hope is that a seed will be planted in the lives of these young children, the next generation on the Shankill Road, and that this will come to fruition as the children progress in life to achieve their full potential.

Finally, I wish to thank our Board members for their valuable input and assistance. The Trustees continue to endeavour to provide good governance to the staff and volunteers of Equipping for Life.

Rev. Colin Duncan
Chairperson
Equipping for Life Ltd

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2024

Reference and administrative details

Registered charity name Equipping For Life Ltd
Charity registration number NIC108041
Company registration number NI654291
Principal office and registered office 9c Argyle Business Centre
North Howard Street
Belfast
BT13 2AP

The trustees

Rosemary Wilson (Served from 4 June 2024 to 9 September 2024)
Patricia Hutchinson (Secretary)
Gordon Bell (Chairperson) (Resigned 27 February 2024)
Dr Lavinia Boyce
Rev Colin James Duncan
(Chairperson from 27th February 2024)
Rev David Jardine (Founding Director)
Suzanne Elizabeth Rebecca McLean
Rachel Swift (Treasurer)
Thomas John Stewart

Independent examiner Conor Dolan FCA (Senior Statutory Auditor)
For and on behalf of Finegan Gibson Ltd Chartered accountants & statutory auditors

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2024

Structure, governance and management

Governing document

The charity is a company limited by guarantee incorporated in the UK and registered in Northern Ireland and governed by a Memorandum and Articles of Association. The charitable company does not have share capital. The liability of each member is limited to an amount not exceeding £1 in the event of a winding up. The charity's registered office is given in the Reference and Administrative Details section of the Trustees' Report.

Governance of the charitable company

During the period under review the trustees met 5 times, usually at bi-monthly intervals. Trustees/directors are appointed by nominations, made in writing by any existing trustee. Nominated trustees are appointed by election by existing trustees. The trustees have overall responsibility for the organisation and for directing its activity, ensuring the charitable company is well run and delivering the outcomes for which it has been set up. Rachel Swift has been Honorary Treasurer since 7 September 2021. Pat Hutchinson has been Honorary Secretary since 15 March 2022. Audrey Curry was appointed Director of Equipping for Life on 1 October 2021. Audrey is responsible for the management of the organisation, reporting to the Board at each meeting. Professional advice is provided by Thomas Stewart.

Related parties

All trustees and senior staff complete a conflict of interest register annually in respect of potential transactions between Equipping for Life Ltd and its connected parties.

Pay policy for senior staff

The pay of senior staff is reviewed annually. In view of the nature of the charitable company, the trustees benchmark against pay levels in other community organisations working within the sector.

The trustees (who are also directors of Equipping for Life Ltd for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (UK GAAP).

Company law requires the directors 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 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: 1. select suitable accounting policies and then apply them consistently; 2. observe the methods and principles in the Charities SORP 2019 (FRS102); 3. make judgements and accounting estimates that are reasonable and prudent; 4. state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and 5. prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and 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.

The trustees are responsible for the maintenance and integrity of the corporate and financial

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2024

information included on the company's website.

Independent examiner

Finegan and Gibson were appointed as Accountants.

Small company provisions

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2024

Objectives and activities

Vision: Young people and families equipped and empowered; communities revitalised. Mission: To equip people so they can fulfil their potential.

Values: Faith, Integrity, Equality, Commitment and Hope.

The charitable company's legal objects as set out in its governing document (Articles of Association) are:

- The prevention or relief of poverty;
- The advancement of education; and
- The advancement of religion.

Its aims are:

1. To develop and refine volunteer enabled initiatives, that have measurable outputs and outcomes, and are delivered, in partnership with schools, churches and communities in North and West Belfast;
2. To explore the possibility and then expand into other areas, towns and cities through the application of tried and tested volunteer enabled initiatives, in partnership with schools, churches and communities; and
3. To research and identify new opportunities, partnerships and initiatives through which volunteer teams can assist young people, their families and their communities be equipped, empowered and revitalised; and
4. To enable sound governance, finance, administration and further development.

Main Activities, Projects, Services:

- Promotion of EFL
- Recruitment of volunteers
- Access NI checking of volunteers
- Training of volunteers
- Placing volunteers in schools
- Volunteer management
- Volunteer evaluation
- Pilot employability support, in partnership with training organisations
- Identify opportunities to work in partnership with community cohesion initiatives
- Governance of EFL
- Internal and external communications
- Staff recruitment and training
- Financial management of EFL
- Income generation
- Administration

Volunteers are sourced from local churches and other organisations, including schools and colleges and through recruitment by existing volunteers.

Public benefit

The trustees have complied with the duty to have due regard to the Charity Commission for Northern Ireland's statutory guidance on the public benefit requirement issued under the Charities Act (NI) 2008. The trustees believe that the charitable company provides a public benefit in a number of ways through the undertaking of a range of projects.

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2024

Strategic report

The following sections for achievements and performance and financial review form the strategic report of the charity.

Achievements and performance

In 2023/2024, the sixth year of operation:

1. 5 Meetings of Trustees during the year.
2. 9 Meetings of Sub-Committees during the year.
3. Monthly Leadership meetings during the year.
4. 8 Child Protection training sessions held for new volunteers.
5. 18 new volunteers recruited.
6. 150 active volunteers working in schools end of Academic year 2023 with 12 more recruited in July but not in schools.
7. Number of partner schools increased to 27.
8. Reading and play resources provided to each new Team.
9. 8 schools receiving free tennis coaching involving 1 tennis coach and 2 volunteers.
10. Regular contact maintained with all Head Teachers.
11. Regular contact maintained with all Volunteer Tutors.
12. 5 Training and celebration sessions held with Volunteers Tutors and Team Leaders, lunch included.
13. Contact made via weekly Zoom prayer meetings.
14. 43 Prayer events held during the year (including weekly Zoom prayer meetings).
15. Total number of supporting Prayer Partners 240 plus 505 Praying Volunteer Tutors.
16. 2 Inspire Days hosted in Greater Shankill Schools involving 400 children.
17. 2 Amy Carmichael Days in partnership with the Welcome Church, Cambrai Street, Belfast.
18. Partnerships developed with over 30 businesses and individuals who assisted at the Inspire Days.

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2024

Financial review

The results for the year are set out on pages 12 to 13.

The charitable company incurred a deficit for the year of £32,882 (2023: deficit £90,508), of which £2,506 (2023:£5,534) was restricted.

Reserves policy

The charitable company's ongoing policy is to retain a minimum level of reserves which matches the needs of the organisation both at the current time and in the foreseeable future. The trustees will strive to maintain reserves in the future sufficient to meet statutory obligations, committed expenditure, core salaries and running costs for a period equivalent to 3-6 months annual expenditure.

The charitable company will continue to monitor compliance with this policy on a regular basis and the Board will review the appropriateness of the policy annually.

In addition to this minimum level of reserves, Equipping for Life Ltd aspires to build reserves for the purposes of strategic growth and development in line with its Operational Plan as summarised under "Plans for the future".

Free reserves are those unrestricted reserves not designated, nor invested in fixed assets, which are available for general use and which can be designated for the future developments. At 31 July 2024 their level was £33,864 (2023:£24,936). Three to six months' core salaries and running costs and statutory redundancy liabilities would equate to approximately £21,396 - £42,791 (2023:£28,858-£57,716).

Going concern

The trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

Risk management

The principles of good governance are embedded within all aspects of Equipping for Life Ltd's operations with management and staff being keenly aware of the Board's responsibility of ensuring that the organisation protects itself from financial exposure and reputational damage. A close working relationship is maintained between the Board and management to ensure that operationally staff are aware of the standards required of them by the Board and that the Board is always in a position to provide guidance and support to management in the discharge of their duties. This two-way relationship is a key feature of Equipping for Life Ltd's governance arrangements and is a key strength of the charitable company.

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2024

Plans for future periods

Objectives:

1. Aim: To develop and refine volunteer enabled initiatives, that have measurable outputs and outcomes, and are delivered, in partnership with schools, churches and communities in North and West Belfast.

- 1.1 Greater Shankill collective approach to EFL volunteer led educational support
- 1.2 Further develop literacy support in primary schools
- 1.3 Explore further appropriate employability support for local primary schools
- 1.4 Pilot and develop a whole school partnership model
- 1.5 Explore and pilot community education initiatives in partnership with local groups and organisations

2. Aim: To explore the possibility and then expand into other areas, towns and cities through the application of tried and tested volunteer enabled initiatives, in partnership with schools, churches and communities.

- 2.1 Continue to develop links with schools in Armagh, Lisburn, East Belfast and East Antrim to enable strong and stable partnerships to be established
- 2.2 Increase the number of volunteer teams in the development areas
- 2.3 Refine the recruitment, training and support procedures to enable new teams to provide more effective mentoring in schools

3. Aim: To research and identify new opportunities, partnerships and initiatives through which volunteer teams can assist young people, their families and their communities be equipped, empowered and revitalised.

- 3.1 Identify opportunities to work in partnership with schools, businesses and individuals to empower primary aged children to develop into caring and effective adults
- 3.3 Build on the work done through the Inspire Days to enable schools to continue to develop their careers provision and education

4. Aim: To enable sound governance, finance, administration and further development

- 4.1 Effective governance of EFL
- 4.2 Organisational handbook of required legal and operational related policies and procedures
- 4.3 Effective internal and external communications
- 4.4 Effective marketing /PR/media plan
- 4.5 Effective volunteer recruitment and management
- 4.6 Effective staff and volunteer training plan
- 4.7 Effective financial management of EFL
- 4.8 Effective income generation strategy
- 4.9 Effective administration of EFL
- 4.10 Further development of EFL planned and modelled effectively
- 4.11 Effective management of liaison with EFL centres

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2024

The trustees' annual report and the strategic report were approved on 11 March 2025 and signed on behalf of the board of trustees by:



Rev David Jardine (Founding Director)
Trustee



Rachel Swift (Treasurer)
Trustee

Equipping For Life Ltd

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Equipping For Life Ltd

Year ended 31 July 2024

I report to the trustees on my examination of the financial statements of Equipping For Life Ltd ('the charity') for the year ended 31 July 2024.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of Charities Act (Northern Ireland) 2008 (the '2008 Act') and the Companies Act 2006 ('the 2006 Act'). You are satisfied that the accounts of the company are not required by charity or company law to be audited and have chosen instead to have an independent examination.

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements as carried out under section 65 of the 2008 Act. In carrying out my examination I have followed the general Directions given by the Charity Commission for Northern Ireland under section 65(9)(b) of the 2008 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with my examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act 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
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Equipping For Life Ltd

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Equipping For Life Ltd (continued)

Year ended 31 July 2024

I confirm that there are no other matters to which your attention should be drawn to enable a proper understanding of the accounts to be reached.



Finegan Gibson Ltd
Chartered accountants & statutory auditors

Independent Examiner

Causeway Tower
9 James Street South
Belfast
BT2 8DN
27 February 2024

Equipping For Life Ltd

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 July 2024

		Unrestricted funds £	2024 Restricted funds £	Total funds £	2023 Total funds £
	Note				
Income and endowments					
Donations and legacies	5	10,715	–	10,715	19,276
Charitable activities	6	12,985	48,750	61,735	5,207
Total income		<u>23,700</u>	<u>48,750</u>	<u>72,450</u>	<u>24,483</u>
Expenditure					
Expenditure on charitable activities	7,8	(31,504)	(54,078)	(85,582)	(114,991)
Total expenditure		<u>(31,504)</u>	<u>(54,078)</u>	<u>(85,582)</u>	<u>(114,991)</u>
Net expenditure		<u>(7,804)</u>	<u>(5,328)</u>	<u>(13,132)</u>	<u>(90,508)</u>
Transfers between funds		(2,822)	2,822	–	–
Net movement in funds		<u>(10,626)</u>	<u>(2,506)</u>	<u>(13,132)</u>	<u>(90,508)</u>
Reconciliation of funds					
Total funds brought forward		126,456	2,506	128,962	219,470
Total funds carried forward		<u>115,830</u>	<u>–</u>	<u>115,830</u>	<u>128,962</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 15 to 25 form part of these financial statements.

Equipping For Life Ltd
Company Limited by Guarantee
Statement of Financial Position
31 July 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible fixed assets	14	704	1,520
Current assets			
Debtors	15	–	120
Cash at bank and in hand		126,227	153,011
		<u>126,227</u>	<u>153,131</u>
Creditors: amounts falling due within one year	16	11,101	25,689
Net current assets		<u>115,126</u>	<u>127,442</u>
Total assets less current liabilities		<u>115,830</u>	<u>128,962</u>
Net assets		<u>115,830</u>	<u>128,962</u>
Funds of the charity			
Restricted funds		–	2,506
Unrestricted funds		115,830	126,456
Total charity funds	18	<u>115,830</u>	<u>128,962</u>

For the year ending 31 July 2024 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

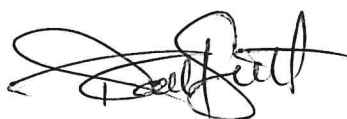
- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 11 March 2025, and are signed on behalf of the board by:



Rev David Jardine (Founding Director)
Trustee



Rachel Swift (Treasurer)
Trustee

The notes on pages 15 to 25 form part of these financial statements.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 July 2024

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in Northern Ireland and a registered charity in Northern Ireland. The address of the registered office is 9c Argyle Business Centre, North Howard Street, Belfast, BT13 2AP.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical judgements in applying the entity's accounting policies - There are no critical judgements in applying the charitable company's accounting policies. Critical accounting estimates and assumptions - There are no critical accounting estimates and assumptions.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

3. Accounting policies *(continued)*

Tangible assets *(continued)*

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Equipment - 25% straight line

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

3. Accounting policies *(continued)*

Financial instruments *(continued)*

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

Equipping for Life is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

5. Donations and legacies

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Donations				
Donations	10,615	10,615	10,276	10,276
Ardbarron Trust	–	–	9,000	9,000
Donations in Kind	100	100	–	–
	<u>10,715</u>	<u>10,715</u>	<u>19,276</u>	<u>19,276</u>

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Ardbarron Trust	11,000	–	11,000
Ulster Gardens Village	–	–	–
Sundry	1,985	–	1,985
Mason Glen	–	39,750	39,750
Benefact Trust	–	9,000	9,000
	<u>12,985</u>	<u>48,750</u>	<u>61,735</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Ardbarron Trust	–	–	–
Ulster Gardens Village	–	5,000	5,000
Sundry	207	–	207
Mason Glen	–	–	–
Benefact Trust	–	–	–
	<u>207</u>	<u>5,000</u>	<u>5,207</u>

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

7. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Charitable activities	454	4,965	5,419
Support costs	31,050	49,113	80,163
	<u>31,504</u>	<u>54,078</u>	<u>85,582</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Charitable activities	27,648	–	27,648
Support costs	71,809	15,534	87,343
	<u>99,457</u>	<u>15,534</u>	<u>114,991</u>

8. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2024 £	Total fund 2023 £
Charitable activities	5,419	78,477	83,896	113,179
Governance costs	–	1,686	1,686	1,812
	<u>5,419</u>	<u>80,163</u>	<u>85,582</u>	<u>114,991</u>

9. Analysis of support costs

	Analysis of support costs £	Total 2024 £	Total 2023 £
Staff costs	67,467	67,467	69,780
Premises	5,224	5,224	4,984
General office	4,783	4,783	5,846
Finance costs	938	938	1,364
Governance costs	1,751	1,751	5,861
	<u>80,163</u>	<u>80,163</u>	<u>87,835</u>

10. Net expenditure

Net expenditure is stated after charging/(crediting):

	2024 £	2023 £
Depreciation of tangible fixed assets	<u>916</u>	<u>1,319</u>

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

11. Independent examination fees

	2024	2023
	£	£
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>1,638</u>	<u>1,440</u>

12. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2024	2023
	£	£
Wages and salaries	55,778	59,859
Social security costs	10,908	9,342
Employer contributions to pension plans	780	579
	<u>67,466</u>	<u>69,780</u>

The average head count of employees during the year was 4 (2023: 4). The average number of full-time equivalent employees during the year is analysed as follows:

	2024	2023
	No.	No.
Part time equivalent	<u>4</u>	<u>4</u>

No employee received employee benefits of more than £60,000 during the year (2023: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £37,484 (2023:£36,654).

13. Trustee remuneration and expenses

As a member of the Society of Saint Francis, Brother David Jardine (founder and trustee of Equipping for Life Ltd) has taken a vow of poverty and is not in receipt of a salary. He is paid expenses by Equipping for Life Ltd and in the year ended 31 July 2024 received £Nil (2023:£139), £Nil of which was from restricted received from this purpose (2023: £Nil).

With these exceptions, there were no trustees' remuneration, benefits or expenses for the year ended 31 July 2024 and no trustee received payment for professional or other services supplied to the charitable company in the period.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

14. Tangible fixed assets

	Equipment £
Cost	
At 1 August 2023	5,275
Additions	100
At 31 July 2024	<u>5,375</u>
Depreciation	
At 1 August 2023	3,755
Charge for the year	916
At 31 July 2024	<u>4,671</u>
Carrying amount	
At 31 July 2024	<u>704</u>
At 31 July 2023	<u>1,520</u>

15. Debtors

	2024 £	2023 £
Prepayments and accrued income	—	120

16. Creditors: amounts falling due within one year

	2024 £	2023 £
Accruals and deferred income	9,981	24,820
Social security and other taxes	1,120	869
	<u>11,101</u>	<u>25,689</u>

17. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £780 (2023: £579).

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

18. Analysis of charitable funds

Unrestricted funds

	At 1 August 2023	Income	Expenditure	Transfers	At 31 July 2024
	£	£	£	£	£
General funds	26,456	23,700	6,280	(2,822)	53,614
Designated Funds	100,000	–	(37,784)	–	62,216
	<u>126,456</u>	<u>23,700</u>	<u>(31,504)</u>	<u>(2,822)</u>	<u>115,830</u>

	At 1 August 2022	Income	Expenditure	Transfers	At 31 July 2023
	£	£	£	£	£
General funds	156,430	19,483	(99,457)	(50,000)	26,456
Designated Funds	50,000	–	–	50,000	100,000
	<u>206,430</u>	<u>19,483</u>	<u>(99,457)</u>	<u>–</u>	<u>126,456</u>

Funds amounting to £25,000 had been earmarked to support the future development of regional "approved centres" in 2021. A decision was made by the trustees to release this in 2022.

The Reading Programme is the core aspect of Equipping for Life's work in the community. Over the past 18 months the number of schools partnering with EfL has almost trebled, with nearly 250 children per week having 30-minute sessions with our Volunteer Tutors. These sessions offer invaluable opportunities for one-to-one reading and mentoring support to the children. £50,000 has been designated to enable the Reading Programme to continue this year.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

18. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 August 2023	Income £	Expenditure £	Transfers £	At 31 July 2024 £
Various- Parents' food hampers	621	–	(621)	–	–
Donibristle Trust- Tennis	1,885	–	(1,885)	–	–
Ulster Garden Villages- salaries & rent	–	–	–	–	–
Mason Glen Tennis	–	10,000	(10,000)	–	–
Reading	–	26,750	(26,750)	–	–
Inspire	–	12,000	(14,822)	2,822	–
	<u>2,506</u>	<u>48,750</u>	<u>(54,078)</u>	<u>2,822</u>	<u>–</u>

	At 1 August 2022	Income £	Expenditure £	Transfers £	At 31 July 2023 £
Various- Parents' food hampers	621	–	–	–	621
Donibristle Trust- Tennis	12,419	–	(10,534)	–	1,885
Ulster Garden Villages- salaries & rent	–	5,000	(5,000)	–	–
Mason Glen Tennis	–	–	–	–	–
Reading	–	–	–	–	–
Inspire	–	–	–	–	–
	<u>13,040</u>	<u>5,000</u>	<u>(15,534)</u>	<u>–</u>	<u>2,506</u>

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

19. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Tangible fixed assets	704	–	704
Current assets	126,227	–	126,227
Creditors less than 1 year	(11,101)	–	(11,101)
Net assets	<u>115,830</u>	<u>–</u>	<u>115,830</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Tangible fixed assets	1,520	–	1,520
Current assets	145,625	7,506	153,131
Creditors less than 1 year	(25,689)	–	(25,689)
Net assets	<u>121,456</u>	<u>7,506</u>	<u>128,962</u>

20. *Non-exchange transactions*

The charitable company benefits from the contribution of unpaid volunteers, including Volunteer Tutors. Their contribution is not accounted for due to the lack of a reliable basis of measurement. The tutors' training is provided internally, supplemented by training provided free of charge by NICVA and churches.

The charitable company also benefits from the ongoing maintenance of its website by Alan Graham, a volunteer who has gained some experience in this area.

Equipping For Life Ltd
Company Limited by Guarantee
Management Information
Year ended 31 July 2024

The following pages do not form part of the financial statements.

Equipping For Life Ltd

Company Limited by Guarantee

Detailed Statement of Financial Activities

Year ended 31 July 2024

	2024 £	2023 £
Income and endowments		
Donations and legacies		
Donations	10,615	10,276
Ardbarron Trust	–	9,000
Donations in Kind	100	–
	<u>10,715</u>	<u>19,276</u>
Charitable activities		
Ardbarron Trust	11,000	–
Ulster Gardens Village	–	5,000
Sundry	1,985	207
Mason Glen	39,750	–
Benefact Trust	9,000	–
	<u>61,735</u>	<u>5,207</u>
Total income	<u>72,450</u>	<u>24,483</u>

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Detailed Statement of Financial Activities

Year ended 31 July 2024

	2024 £	2023 £
Expenditure on charitable activities		
Charitable activities		
<i>Activities undertaken directly</i>		
Activity costs - restricted tennis	1,620	10,459
Activity costs - restricted	2,994	–
Activity costs - unrestricted	454	11,445
Brother David expenses	–	139
Marketing, Publicity and Fundraising	–	5,253
Staff expenses	351	352
	<u>5,419</u>	<u>27,648</u>
<i>Support costs</i>		
Salaries and pension	55,778	59,859
PAYE	10,908	9,342
Pension costs	780	579
Rent	3,579	3,570
Heat & Light	846	460
Subscriptions	356	810
Insurance	800	624
Printing and Stationery	1,095	484
Postage	348	851
Office equipment	964	796
General expenses	1,282	1,512
Governance costs	16	49
Telephone	678	661
Bank charges	22	45
Depreciation	916	1,319
Consultancy fees	49	4,000
Broadband	60	240
Repairs and Maintenance	–	330
	<u>78,477</u>	<u>85,531</u>
Governance costs		
Governance costs - accountancy fees	1,686	1,812
	<u>85,582</u>	<u>114,991</u>
Expenditure on charitable activities	<u>85,582</u>	<u>114,991</u>
Net expenditure	<u>(13,132)</u>	<u>(90,508)</u>

Equipping for Life Ltd

Northern Ireland - Charity number 108041

Annual report

COMPANY REGISTRATION NUMBER: NI654291
CHARITY REGISTRATION NUMBER: NIC108041

Equipping For Life Ltd
Company Limited by Guarantee
Unaudited Financial Statements
31 July 2024

Finegan Gibson Ltd
Chartered accountants
Causeway Tower
9 James Street South
Belfast
BT2 8DN

Equipping For Life Ltd
Company Limited by Guarantee
Financial Statements
Year ended 31 July 2024

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Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 July 2024

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 July 2024.

Chair's report

This report covers our sixth year of operation.

Our partnerships with a growing number of local Primary Schools continues to increase and prosper with Equipping for Life providing help with reading, tennis coaching and careers education (Inspire). We work in many areas where deprivation has affected both achievement and aspiration and we partner with local schools to provide the best possible service to the children the schools consider would benefit most from the work. Equipping for Life endeavours to provide as much support to the schools as as possible and our relationships with them are based on supportive and mutually agreed objectives. The children we work with in our Reading Programme benefit from development of their reading skills and also from spending time on a one-to-one basis with dedicated volunteer tutors. We continue to provide extensive reading and play resources to each of our volunteer teams as well as appropriate training for using the resources. Research shows that there are many benefits for reading for children:

- Are more likely to overcome disadvantage caused by inequalities.
- Are more likely to be happier, healthier and experience better mental wellbeing and self-esteem.
- Are more likely to do better at school and make more progress across the curriculum.
- Are more likely to develop empathy and creativity.

The wisdom, experience and dedication of our volunteers are the main reasons why the work of Equipping for Life is valued by our partner schools. Our 150+ volunteers are recruited from churches and, increasingly, from word of mouth through our volunteer community. We continue to refine our recruitment and training procedures to improve the induction experience of the new volunteers. EfL follows the advice and guidance of AccessNI and keeps its procedures in line with recommended best practice. We continue to expand into different areas and primary schools. During the year we increased the number of partner schools to 27 including North Belfast, East Belfast and Lisburn. We have plans to develop further partnerships in the coming year including in Lisburn, South Antrim, East-Antrim, East Belfast and Armagh. The staffing contingent did not change throughout the year, and we continue to operate with 2.2 Full Time Equivalent staff. Bro David Jardine, Equipping for Life's Founder, continues to pray for and support the work of EfL through his involvement as a Trustee, recruitment of volunteers and donors. Mr Gordon Bell, who served as Chair of the Board of Trustees for 5 years stood down at the start of 2024. The Trustees and staff are very grateful for his wise and dedicated service. During the year Mrs Rosemary Wilson joined the Board as an advisor. Our fundraising activities continued successfully with sustainability and strategic planning being key

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2024

issues for the Trustees. We require financial assistance to pay for staffing, office facilities, ministries and for general administrative overheads. We are indebted to a number of individual donors and to trusts, who are acknowledged later in this report. God has been very faithful to Equipping for Life and we owe any success to Him. The Reading Programme continues to be the main outreach in Primary Schools and involves over 300 children. Over the last four years we have also developed the Tennis programme in North Belfast. This involved introducing the children in eight Primary Schools to the sport of tennis. Our Tennis Coach and volunteers rotate around the schools throughout the year and provide basic tennis coaching. The qualitative evaluation by the school Principals remains overwhelmingly positive.

The Inspire Programme, established in September 2022, has the vision of inspiring the children of the Shankill to unlock their potential and help shape their future working lives. For the 2023/24 programme we involved about 400 children with events at Edenbrooke and Malvern Primary Schools. As was the case in the previous year, these events were only possible because of the help and support of several businesses and individuals (Inspire Facilitators) who gave so generously of their time and expertise. Inspire Facilitators, pupil and staff evaluations were overwhelmingly positive: 95% of the Inspire Facilitators (who responded) strongly agreed that this was an excellent learning opportunity for the children; almost 90% of the pupils (who responded) indicated at the end of the Inspire Day, that they had an idea of what they wanted to do when they grew up; 100% of the teachers (who responded) agreed or strongly agreed that the pupils learned a lot about the world of work. During the year we also introduced follow-up activities with schools who had completed an Inspire Day. This included a field trip to the Welcome Church to learn about the inspirational life of Amy Carmichael and the fascinating history of the textile mills and workers in North Belfast. Our hope is that a seed will be planted in the lives of these young children, the next generation on the Shankill Road, and that this will come to fruition as the children progress in life to achieve their full potential.

Finally, I wish to thank our Board members for their valuable input and assistance. The Trustees continue to endeavour to provide good governance to the staff and volunteers of Equipping for Life.

Rev. Colin Duncan
Chairperson
Equipping for Life Ltd

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2024

Reference and administrative details

Registered charity name Equipping For Life Ltd
Charity registration number NIC108041
Company registration number NI654291
Principal office and registered office 9c Argyle Business Centre
North Howard Street
Belfast
BT13 2AP

The trustees

Rosemary Wilson (Served from 4 June 2024 to 9 September 2024)
Patricia Hutchinson (Secretary)
Gordon Bell (Chairperson) (Resigned 27 February 2024)
Dr Lavinia Boyce
Rev Colin James Duncan
(Chairperson from 27th February 2024)
Rev David Jardine (Founding Director)
Suzanne Elizabeth Rebecca McLean
Rachel Swift (Treasurer)
Thomas John Stewart

Independent examiner Conor Dolan FCA (Senior Statutory Auditor)
For and on behalf of Finegan Gibson Ltd Chartered accountants & statutory auditors

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2024

Structure, governance and management

Governing document

The charity is a company limited by guarantee incorporated in the UK and registered in Northern Ireland and governed by a Memorandum and Articles of Association. The charitable company does not have share capital. The liability of each member is limited to an amount not exceeding £1 in the event of a winding up. The charity's registered office is given in the Reference and Administrative Details section of the Trustees' Report.

Governance of the charitable company

During the period under review the trustees met 5 times, usually at bi-monthly intervals. Trustees/directors are appointed by nominations, made in writing by any existing trustee. Nominated trustees are appointed by election by existing trustees. The trustees have overall responsibility for the organisation and for directing its activity, ensuring the charitable company is well run and delivering the outcomes for which it has been set up. Rachel Swift has been Honorary Treasurer since 7 September 2021. Pat Hutchinson has been Honorary Secretary since 15 March 2022. Audrey Curry was appointed Director of Equipping for Life on 1 October 2021. Audrey is responsible for the management of the organisation, reporting to the Board at each meeting. Professional advice is provided by Thomas Stewart.

Related parties

All trustees and senior staff complete a conflict of interest register annually in respect of potential transactions between Equipping for Life Ltd and its connected parties.

Pay policy for senior staff

The pay of senior staff is reviewed annually. In view of the nature of the charitable company, the trustees benchmark against pay levels in other community organisations working within the sector.

The trustees (who are also directors of Equipping for Life Ltd for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (UK GAAP).

Company law requires the directors 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 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: 1. select suitable accounting policies and then apply them consistently; 2. observe the methods and principles in the Charities SORP 2019 (FRS102); 3. make judgements and accounting estimates that are reasonable and prudent; 4. state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and 5. prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and 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.

The trustees are responsible for the maintenance and integrity of the corporate and financial

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2024

information included on the company's website.

Independent examiner

Finegan and Gibson were appointed as Accountants.

Small company provisions

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2024

Objectives and activities

Vision: Young people and families equipped and empowered; communities revitalised. Mission: To equip people so they can fulfil their potential.

Values: Faith, Integrity, Equality, Commitment and Hope.

The charitable company's legal objects as set out in its governing document (Articles of Association) are:

- The prevention or relief of poverty;
- The advancement of education; and
- The advancement of religion.

Its aims are:

1. To develop and refine volunteer enabled initiatives, that have measurable outputs and outcomes, and are delivered, in partnership with schools, churches and communities in North and West Belfast;
2. To explore the possibility and then expand into other areas, towns and cities through the application of tried and tested volunteer enabled initiatives, in partnership with schools, churches and communities; and
3. To research and identify new opportunities, partnerships and initiatives through which volunteer teams can assist young people, their families and their communities be equipped, empowered and revitalised; and
4. To enable sound governance, finance, administration and further development.

Main Activities, Projects, Services:

- Promotion of EFL
- Recruitment of volunteers
- Access NI checking of volunteers
- Training of volunteers
- Placing volunteers in schools
- Volunteer management
- Volunteer evaluation
- Pilot employability support, in partnership with training organisations
- Identify opportunities to work in partnership with community cohesion initiatives
- Governance of EFL
- Internal and external communications
- Staff recruitment and training
- Financial management of EFL
- Income generation
- Administration

Volunteers are sourced from local churches and other organisations, including schools and colleges and through recruitment by existing volunteers.

Public benefit

The trustees have complied with the duty to have due regard to the Charity Commission for Northern Ireland's statutory guidance on the public benefit requirement issued under the Charities Act (NI) 2008. The trustees believe that the charitable company provides a public benefit in a number of ways through the undertaking of a range of projects.

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2024

Strategic report

The following sections for achievements and performance and financial review form the strategic report of the charity.

Achievements and performance

In 2023/2024, the sixth year of operation:

1. 5 Meetings of Trustees during the year.
2. 9 Meetings of Sub-Committees during the year.
3. Monthly Leadership meetings during the year.
4. 8 Child Protection training sessions held for new volunteers.
5. 18 new volunteers recruited.
6. 150 active volunteers working in schools end of Academic year 2023 with 12 more recruited in July but not in schools.
7. Number of partner schools increased to 27.
8. Reading and play resources provided to each new Team.
9. 8 schools receiving free tennis coaching involving 1 tennis coach and 2 volunteers.
10. Regular contact maintained with all Head Teachers.
11. Regular contact maintained with all Volunteer Tutors.
12. 5 Training and celebration sessions held with Volunteers Tutors and Team Leaders, lunch included.
13. Contact made via weekly Zoom prayer meetings.
14. 43 Prayer events held during the year (including weekly Zoom prayer meetings).
15. Total number of supporting Prayer Partners 240 plus 505 Praying Volunteer Tutors.
16. 2 Inspire Days hosted in Greater Shankill Schools involving 400 children.
17. 2 Amy Carmichael Days in partnership with the Welcome Church, Cambrai Street, Belfast.
18. Partnerships developed with over 30 businesses and individuals who assisted at the Inspire Days.

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2024

Financial review

The results for the year are set out on pages 12 to 13.

The charitable company incurred a deficit for the year of £32,882 (2023: deficit £90,508), of which £2,506 (2023:£5,534) was restricted.

Reserves policy

The charitable company's ongoing policy is to retain a minimum level of reserves which matches the needs of the organisation both at the current time and in the foreseeable future. The trustees will strive to maintain reserves in the future sufficient to meet statutory obligations, committed expenditure, core salaries and running costs for a period equivalent to 3-6 months annual expenditure.

The charitable company will continue to monitor compliance with this policy on a regular basis and the Board will review the appropriateness of the policy annually.

In addition to this minimum level of reserves, Equipping for Life Ltd aspires to build reserves for the purposes of strategic growth and development in line with its Operational Plan as summarised under "Plans for the future".

Free reserves are those unrestricted reserves not designated, nor invested in fixed assets, which are available for general use and which can be designated for the future developments. At 31 July 2024 their level was £33,864 (2023:£24,936). Three to six months' core salaries and running costs and statutory redundancy liabilities would equate to approximately £21,396 - £42,791 (2023:£28,858-£57,716).

Going concern

The trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

Risk management

The principles of good governance are embedded within all aspects of Equipping for Life Ltd's operations with management and staff being keenly aware of the Board's responsibility of ensuring that the organisation protects itself from financial exposure and reputational damage. A close working relationship is maintained between the Board and management to ensure that operationally staff are aware of the standards required of them by the Board and that the Board is always in a position to provide guidance and support to management in the discharge of their duties. This two-way relationship is a key feature of Equipping for Life Ltd's governance arrangements and is a key strength of the charitable company.

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2024

Plans for future periods

Objectives:

1. Aim: To develop and refine volunteer enabled initiatives, that have measurable outputs and outcomes, and are delivered, in partnership with schools, churches and communities in North and West Belfast.

- 1.1 Greater Shankill collective approach to EFL volunteer led educational support
- 1.2 Further develop literacy support in primary schools
- 1.3 Explore further appropriate employability support for local primary schools
- 1.4 Pilot and develop a whole school partnership model
- 1.5 Explore and pilot community education initiatives in partnership with local groups and organisations

2. Aim: To explore the possibility and then expand into other areas, towns and cities through the application of tried and tested volunteer enabled initiatives, in partnership with schools, churches and communities.

- 2.1 Continue to develop links with schools in Armagh, Lisburn, East Belfast and East Antrim to enable strong and stable partnerships to be established
- 2.2 Increase the number of volunteer teams in the development areas
- 2.3 Refine the recruitment, training and support procedures to enable new teams to provide more effective mentoring in schools

3. Aim: To research and identify new opportunities, partnerships and initiatives through which volunteer teams can assist young people, their families and their communities be equipped, empowered and revitalised.

- 3.1 Identify opportunities to work in partnership with schools, businesses and individuals to empower primary aged children to develop into caring and effective adults
- 3.3 Build on the work done through the Inspire Days to enable schools to continue to develop their careers provision and education

4. Aim: To enable sound governance, finance, administration and further development

- 4.1 Effective governance of EFL
- 4.2 Organisational handbook of required legal and operational related policies and procedures
- 4.3 Effective internal and external communications
- 4.4 Effective marketing /PR/media plan
- 4.5 Effective volunteer recruitment and management
- 4.6 Effective staff and volunteer training plan
- 4.7 Effective financial management of EFL
- 4.8 Effective income generation strategy
- 4.9 Effective administration of EFL
- 4.10 Further development of EFL planned and modelled effectively
- 4.11 Effective management of liaison with EFL centres

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2024

The trustees' annual report and the strategic report were approved on 11 March 2025 and signed on behalf of the board of trustees by:



Rev David Jardine (Founding Director)
Trustee



Rachel Swift (Treasurer)
Trustee

Equipping For Life Ltd

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Equipping For Life Ltd

Year ended 31 July 2024

I report to the trustees on my examination of the financial statements of Equipping For Life Ltd ('the charity') for the year ended 31 July 2024.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of Charities Act (Northern Ireland) 2008 (the '2008 Act') and the Companies Act 2006 ('the 2006 Act'). You are satisfied that the accounts of the company are not required by charity or company law to be audited and have chosen instead to have an independent examination.

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements as carried out under section 65 of the 2008 Act. In carrying out my examination I have followed the general Directions given by the Charity Commission for Northern Ireland under section 65(9)(b) of the 2008 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with my examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act 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
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Equipping For Life Ltd

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Equipping For Life Ltd *(continued)*

Year ended 31 July 2024

I confirm that there are no other matters to which your attention should be drawn to enable a proper understanding of the accounts to be reached.



Finegan Gibson Ltd
Chartered accountants & statutory auditors

Independent Examiner

Causeway Tower
9 James Street South
Belfast
BT2 8DN
27 February 2024

Equipping For Life Ltd

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 July 2024

		Unrestricted funds £	2024 Restricted funds £	Total funds £	2023 Total funds £
	Note				
Income and endowments					
Donations and legacies	5	10,715	–	10,715	19,276
Charitable activities	6	12,985	48,750	61,735	5,207
Total income		<u>23,700</u>	<u>48,750</u>	<u>72,450</u>	<u>24,483</u>
Expenditure					
Expenditure on charitable activities	7,8	(31,504)	(54,078)	(85,582)	(114,991)
Total expenditure		<u>(31,504)</u>	<u>(54,078)</u>	<u>(85,582)</u>	<u>(114,991)</u>
Net expenditure		<u>(7,804)</u>	<u>(5,328)</u>	<u>(13,132)</u>	<u>(90,508)</u>
Transfers between funds		(2,822)	2,822	–	–
Net movement in funds		<u>(10,626)</u>	<u>(2,506)</u>	<u>(13,132)</u>	<u>(90,508)</u>
Reconciliation of funds					
Total funds brought forward		126,456	2,506	128,962	219,470
Total funds carried forward		<u>115,830</u>	<u>–</u>	<u>115,830</u>	<u>128,962</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 15 to 25 form part of these financial statements.

Equipping For Life Ltd
Company Limited by Guarantee
Statement of Financial Position
31 July 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible fixed assets	14	704	1,520
Current assets			
Debtors	15	–	120
Cash at bank and in hand		126,227	153,011
		<u>126,227</u>	<u>153,131</u>
Creditors: amounts falling due within one year	16	11,101	25,689
Net current assets		<u>115,126</u>	<u>127,442</u>
Total assets less current liabilities		<u>115,830</u>	<u>128,962</u>
Net assets		<u>115,830</u>	<u>128,962</u>
Funds of the charity			
Restricted funds		–	2,506
Unrestricted funds		115,830	126,456
Total charity funds	18	<u>115,830</u>	<u>128,962</u>

For the year ending 31 July 2024 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

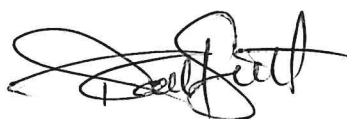
- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 11 March 2025, and are signed on behalf of the board by:



Rev David Jardine (Founding Director)
Trustee



Rachel Swift (Treasurer)
Trustee

The notes on pages 15 to 25 form part of these financial statements.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 July 2024

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in Northern Ireland and a registered charity in Northern Ireland. The address of the registered office is 9c Argyle Business Centre, North Howard Street, Belfast, BT13 2AP.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical judgements in applying the entity's accounting policies - There are no critical judgements in applying the charitable company's accounting policies. Critical accounting estimates and assumptions - There are no critical accounting estimates and assumptions.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

3. Accounting policies *(continued)*

Tangible assets *(continued)*

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Equipment - 25% straight line

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

3. Accounting policies *(continued)*

Financial instruments *(continued)*

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

Equipping for Life is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

5. Donations and legacies

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Donations				
Donations	10,615	10,615	10,276	10,276
Ardbarron Trust	–	–	9,000	9,000
Donations in Kind	100	100	–	–
	<u>10,715</u>	<u>10,715</u>	<u>19,276</u>	<u>19,276</u>

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Ardbarron Trust	11,000	–	11,000
Ulster Gardens Village	–	–	–
Sundry	1,985	–	1,985
Mason Glen	–	39,750	39,750
Benefact Trust	–	9,000	9,000
	<u>12,985</u>	<u>48,750</u>	<u>61,735</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Ardbarron Trust	–	–	–
Ulster Gardens Village	–	5,000	5,000
Sundry	207	–	207
Mason Glen	–	–	–
Benefact Trust	–	–	–
	<u>207</u>	<u>5,000</u>	<u>5,207</u>

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

7. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Charitable activities	454	4,965	5,419
Support costs	31,050	49,113	80,163
	<u>31,504</u>	<u>54,078</u>	<u>85,582</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Charitable activities	27,648	–	27,648
Support costs	71,809	15,534	87,343
	<u>99,457</u>	<u>15,534</u>	<u>114,991</u>

8. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2024 £	Total fund 2023 £
Charitable activities	5,419	78,477	83,896	113,179
Governance costs	–	1,686	1,686	1,812
	<u>5,419</u>	<u>80,163</u>	<u>85,582</u>	<u>114,991</u>

9. Analysis of support costs

	Analysis of support costs £	Total 2024 £	Total 2023 £
Staff costs	67,467	67,467	69,780
Premises	5,224	5,224	4,984
General office	4,783	4,783	5,846
Finance costs	938	938	1,364
Governance costs	1,751	1,751	5,861
	<u>80,163</u>	<u>80,163</u>	<u>87,835</u>

10. Net expenditure

Net expenditure is stated after charging/(crediting):

	2024 £	2023 £
Depreciation of tangible fixed assets	<u>916</u>	<u>1,319</u>

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

11. Independent examination fees

	2024	2023
	£	£
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>1,638</u>	<u>1,440</u>

12. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2024	2023
	£	£
Wages and salaries	55,778	59,859
Social security costs	10,908	9,342
Employer contributions to pension plans	780	579
	<u>67,466</u>	<u>69,780</u>

The average head count of employees during the year was 4 (2023: 4). The average number of full-time equivalent employees during the year is analysed as follows:

	2024	2023
	No.	No.
Part time equivalent	<u>4</u>	<u>4</u>

No employee received employee benefits of more than £60,000 during the year (2023: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £37,484 (2023:£36,654).

13. Trustee remuneration and expenses

As a member of the Society of Saint Francis, Brother David Jardine (founder and trustee of Equipping for Life Ltd) has taken a vow of poverty and is not in a receipt of a salary. He is paid expenses by Equipping for Life Ltd and in the year ended 31 July 2024 received £Nil (2023:£139), £Nil of which was from restricted received from this purpose (2023: £Nil).

With these exceptions, there were no trustees' remuneration, benefits or expenses for the year ended 31 July 2024 and no trustee received payment for professional or other services supplied to the charitable company in the period.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

14. Tangible fixed assets

	Equipment £
Cost	
At 1 August 2023	5,275
Additions	100
At 31 July 2024	<u>5,375</u>
Depreciation	
At 1 August 2023	3,755
Charge for the year	916
At 31 July 2024	<u>4,671</u>
Carrying amount	
At 31 July 2024	<u>704</u>
At 31 July 2023	<u>1,520</u>

15. Debtors

	2024 £	2023 £
Prepayments and accrued income	—	120

16. Creditors: amounts falling due within one year

	2024 £	2023 £
Accruals and deferred income	9,981	24,820
Social security and other taxes	1,120	869
	<u>11,101</u>	<u>25,689</u>

17. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £780 (2023: £579).

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

18. Analysis of charitable funds

Unrestricted funds

	At 1 August 2023	Income	Expenditure	Transfers	At 31 July 2024
	£	£	£	£	£
General funds	26,456	23,700	6,280	(2,822)	53,614
Designated Funds	100,000	–	(37,784)	–	62,216
	<u>126,456</u>	<u>23,700</u>	<u>(31,504)</u>	<u>(2,822)</u>	<u>115,830</u>

	At 1 August 2022	Income	Expenditure	Transfers	At 31 July 2023
	£	£	£	£	£
General funds	156,430	19,483	(99,457)	(50,000)	26,456
Designated Funds	50,000	–	–	50,000	100,000
	<u>206,430</u>	<u>19,483</u>	<u>(99,457)</u>	<u>–</u>	<u>126,456</u>

Funds amounting to £25,000 had been earmarked to support the future development of regional "approved centres" in 2021. A decision was made by the trustees to release this in 2022.

The Reading Programme is the core aspect of Equipping for Life's work in the community. Over the past 18 months the number of schools partnering with EfL has almost trebled, with nearly 250 children per week having 30-minute sessions with our Volunteer Tutors. These sessions offer invaluable opportunities for one-to-one reading and mentoring support to the children. £50,000 has been designated to enable the Reading Programme to continue this year.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

18. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 August 2023	Income £	Expenditure £	Transfers £	At 31 July 2024 £
Various- Parents' food hampers	621	–	(621)	–	–
Donibristle Trust- Tennis	1,885	–	(1,885)	–	–
Ulster Garden Villages- salaries & rent	–	–	–	–	–
Mason Glen Tennis	–	10,000	(10,000)	–	–
Reading	–	26,750	(26,750)	–	–
Inspire	–	12,000	(14,822)	2,822	–
	<u>2,506</u>	<u>48,750</u>	<u>(54,078)</u>	<u>2,822</u>	<u>–</u>

	At 1 August 2022	Income £	Expenditure £	Transfers £	At 31 July 2023 £
Various- Parents' food hampers	621	–	–	–	621
Donibristle Trust- Tennis	12,419	–	(10,534)	–	1,885
Ulster Garden Villages- salaries & rent	–	5,000	(5,000)	–	–
Mason Glen Tennis	–	–	–	–	–
Reading	–	–	–	–	–
Inspire	–	–	–	–	–
	<u>13,040</u>	<u>5,000</u>	<u>(15,534)</u>	<u>–</u>	<u>2,506</u>

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

19. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Tangible fixed assets	704	–	704
Current assets	126,227	–	126,227
Creditors less than 1 year	(11,101)	–	(11,101)
Net assets	<u>115,830</u>	<u>–</u>	<u>115,830</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Tangible fixed assets	1,520	–	1,520
Current assets	145,625	7,506	153,131
Creditors less than 1 year	(25,689)	–	(25,689)
Net assets	<u>121,456</u>	<u>7,506</u>	<u>128,962</u>

20. *Non-exchange transactions*

The charitable company benefits from the contribution of unpaid volunteers, including Volunteer Tutors. Their contribution is not accounted for due to the lack of a reliable basis of measurement. The tutors' training is provided internally, supplemented by training provided free of charge by NICVA and churches.

The charitable company also benefits from the ongoing maintenance of its website by Alan Graham, a volunteer who has gained some experience in this area.

Equipping For Life Ltd
Company Limited by Guarantee
Management Information
Year ended 31 July 2024

The following pages do not form part of the financial statements.

Equipping For Life Ltd

Company Limited by Guarantee

Detailed Statement of Financial Activities

Year ended 31 July 2024

	2024 £	2023 £
Income and endowments		
Donations and legacies		
Donations	10,615	10,276
Ardbarron Trust	–	9,000
Donations in Kind	100	–
	<u>10,715</u>	<u>19,276</u>
Charitable activities		
Ardbarron Trust	11,000	–
Ulster Gardens Village	–	5,000
Sundry	1,985	207
Mason Glen	39,750	–
Benefact Trust	9,000	–
	<u>61,735</u>	<u>5,207</u>
Total income	<u>72,450</u>	<u>24,483</u>

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Detailed Statement of Financial Activities

Year ended 31 July 2024

	2024 £	2023 £
Expenditure on charitable activities		
Charitable activities		
<i>Activities undertaken directly</i>		
Activity costs - restricted tennis	1,620	10,459
Activity costs - restricted	2,994	–
Activity costs - unrestricted	454	11,445
Brother David expenses	–	139
Marketing, Publicity and Fundraising	–	5,253
Staff expenses	351	352
	<u>5,419</u>	<u>27,648</u>
<i>Support costs</i>		
Salaries and pension	55,778	59,859
PAYE	10,908	9,342
Pension costs	780	579
Rent	3,579	3,570
Heat & Light	846	460
Subscriptions	356	810
Insurance	800	624
Printing and Stationery	1,095	484
Postage	348	851
Office equipment	964	796
General expenses	1,282	1,512
Governance costs	16	49
Telephone	678	661
Bank charges	22	45
Depreciation	916	1,319
Consultancy fees	49	4,000
Broadband	60	240
Repairs and Maintenance	–	330
	<u>78,477</u>	<u>85,531</u>
Governance costs		
Governance costs - accountancy fees	1,686	1,812
	<u>85,582</u>	<u>114,991</u>
Expenditure on charitable activities		
	<u>85,582</u>	<u>114,991</u>
Net expenditure	<u>(13,132)</u>	<u>(90,508)</u>

Equipping for Life Ltd

Northern Ireland - Charity number 108041

Annual return

COMPANY REGISTRATION NUMBER: NI654291
CHARITY REGISTRATION NUMBER: NIC108041

Equipping For Life Ltd
Company Limited by Guarantee
Unaudited Financial Statements
31 July 2024

Finegan Gibson Ltd
Chartered accountants
Causeway Tower
9 James Street South
Belfast
BT2 8DN

Equipping For Life Ltd
Company Limited by Guarantee
Financial Statements
Year ended 31 July 2024

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Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 July 2024

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 July 2024.

Chair's report

This report covers our sixth year of operation.

Our partnerships with a growing number of local Primary Schools continues to increase and prosper with Equipping for Life providing help with reading, tennis coaching and careers education (Inspire). We work in many areas where deprivation has affected both achievement and aspiration and we partner with local schools to provide the best possible service to the children the schools consider would benefit most from the work. Equipping for Life endeavours to provide as much support to the schools as as possible and our relationships with them are based on supportive and mutually agreed objectives. The children we work with in our Reading Programme benefit from development of their reading skills and also from spending time on a one-to-one basis with dedicated volunteer tutors. We continue to provide extensive reading and play resources to each of our volunteer teams as well as appropriate training for using the resources. Research shows that there are many benefits for reading for children:

- Are more likely to overcome disadvantage caused by inequalities.
- Are more likely to be happier, healthier and experience better mental wellbeing and self-esteem.
- Are more likely to do better at school and make more progress across the curriculum.
- Are more likely to develop empathy and creativity.

The wisdom, experience and dedication of our volunteers are the main reasons why the work of Equipping for Life is valued by our partner schools. Our 150+ volunteers are recruited from churches and, increasingly, from word of mouth through our volunteer community. We continue to refine our recruitment and training procedures to improve the induction experience of the new volunteers. EfL follows the advice and guidance of AccessNI and keeps its procedures in line with recommended best practice. We continue to expand into different areas and primary schools. During the year we increased the number of partner schools to 27 including North Belfast, East Belfast and Lisburn. We have plans to develop further partnerships in the coming year including in Lisburn, South Antrim, East-Antrim, East Belfast and Armagh. The staffing contingent did not change throughout the year, and we continue to operate with 2.2 Full Time Equivalent staff. Bro David Jardine, Equipping for Life's Founder, continues to pray for and support the work of EfL through his involvement as a Trustee, recruitment of volunteers and donors. Mr Gordon Bell, who served as Chair of the Board of Trustees for 5 years stood down at the start of 2024. The Trustees and staff are very grateful for his wise and dedicated service. During the year Mrs Rosemary Wilson joined the Board as an advisor. Our fundraising activities continued successfully with sustainability and strategic planning being key

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2024

issues for the Trustees. We require financial assistance to pay for staffing, office facilities, ministries and for general administrative overheads. We are indebted to a number of individual donors and to trusts, who are acknowledged later in this report. God has been very faithful to Equipping for Life and we owe any success to Him. The Reading Programme continues to be the main outreach in Primary Schools and involves over 300 children. Over the last four years we have also developed the Tennis programme in North Belfast. This involved introducing the children in eight Primary Schools to the sport of tennis. Our Tennis Coach and volunteers rotate around the schools throughout the year and provide basic tennis coaching. The qualitative evaluation by the school Principals remains overwhelmingly positive.

The Inspire Programme, established in September 2022, has the vision of inspiring the children of the Shankill to unlock their potential and help shape their future working lives. For the 2023/24 programme we involved about 400 children with events at Edenbrooke and Malvern Primary Schools. As was the case in the previous year, these events were only possible because of the help and support of several businesses and individuals (Inspire Facilitators) who gave so generously of their time and expertise. Inspire Facilitators, pupil and staff evaluations were overwhelmingly positive: 95% of the Inspire Facilitators (who responded) strongly agreed that this was an excellent learning opportunity for the children; almost 90% of the pupils (who responded) indicated at the end of the Inspire Day, that they had an idea of what they wanted to do when they grew up; 100% of the teachers (who responded) agreed or strongly agreed that the pupils learned a lot about the world of work. During the year we also introduced follow-up activities with schools who had completed an Inspire Day. This included a field trip to the Welcome Church to learn about the inspirational life of Amy Carmichael and the fascinating history of the textile mills and workers in North Belfast. Our hope is that a seed will be planted in the lives of these young children, the next generation on the Shankill Road, and that this will come to fruition as the children progress in life to achieve their full potential.

Finally, I wish to thank our Board members for their valuable input and assistance. The Trustees continue to endeavour to provide good governance to the staff and volunteers of Equipping for Life.

Rev. Colin Duncan
Chairperson
Equipping for Life Ltd

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2024

Reference and administrative details

Registered charity name Equipping For Life Ltd
Charity registration number NIC108041
Company registration number NI654291
Principal office and registered office 9c Argyle Business Centre
North Howard Street
Belfast
BT13 2AP

The trustees

Rosemary Wilson (Served from 4 June 2024 to 9 September 2024)
Patricia Hutchinson (Secretary)
Gordon Bell (Chairperson) (Resigned 27 February 2024)
Dr Lavinia Boyce
Rev Colin James Duncan
(Chairperson from 27th February 2024)
Rev David Jardine (Founding Director)
Suzanne Elizabeth Rebecca McLean
Rachel Swift (Treasurer)
Thomas John Stewart

Independent examiner Conor Dolan FCA (Senior Statutory Auditor)
For and on behalf of Finegan Gibson Ltd Chartered accountants & statutory auditors

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2024

Structure, governance and management

Governing document

The charity is a company limited by guarantee incorporated in the UK and registered in Northern Ireland and governed by a Memorandum and Articles of Association. The charitable company does not have share capital. The liability of each member is limited to an amount not exceeding £1 in the event of a winding up. The charity's registered office is given in the Reference and Administrative Details section of the Trustees' Report.

Governance of the charitable company

During the period under review the trustees met 5 times, usually at bi-monthly intervals. Trustees/directors are appointed by nominations, made in writing by any existing trustee. Nominated trustees are appointed by election by existing trustees. The trustees have overall responsibility for the organisation and for directing its activity, ensuring the charitable company is well run and delivering the outcomes for which it has been set up. Rachel Swift has been Honorary Treasurer since 7 September 2021. Pat Hutchinson has been Honorary Secretary since 15 March 2022. Audrey Curry was appointed Director of Equipping for Life on 1 October 2021. Audrey is responsible for the management of the organisation, reporting to the Board at each meeting. Professional advice is provided by Thomas Stewart.

Related parties

All trustees and senior staff complete a conflict of interest register annually in respect of potential transactions between Equipping for Life Ltd and its connected parties.

Pay policy for senior staff

The pay of senior staff is reviewed annually. In view of the nature of the charitable company, the trustees benchmark against pay levels in other community organisations working within the sector.

The trustees (who are also directors of Equipping for Life Ltd for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (UK GAAP).

Company law requires the directors 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 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: 1. select suitable accounting policies and then apply them consistently; 2. observe the methods and principles in the Charities SORP 2019 (FRS102); 3. make judgements and accounting estimates that are reasonable and prudent; 4. state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and 5. prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and 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.

The trustees are responsible for the maintenance and integrity of the corporate and financial

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2024

information included on the company's website.

Independent examiner

Finegan and Gibson were appointed as Accountants.

Small company provisions

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2024

Objectives and activities

Vision: Young people and families equipped and empowered; communities revitalised. Mission: To equip people so they can fulfil their potential.

Values: Faith, Integrity, Equality, Commitment and Hope.

The charitable company's legal objects as set out in its governing document (Articles of Association) are:

- The prevention or relief of poverty;
- The advancement of education; and
- The advancement of religion.

Its aims are:

1. To develop and refine volunteer enabled initiatives, that have measurable outputs and outcomes, and are delivered, in partnership with schools, churches and communities in North and West Belfast;
2. To explore the possibility and then expand into other areas, towns and cities through the application of tried and tested volunteer enabled initiatives, in partnership with schools, churches and communities; and
3. To research and identify new opportunities, partnerships and initiatives through which volunteer teams can assist young people, their families and their communities be equipped, empowered and revitalised; and
4. To enable sound governance, finance, administration and further development.

Main Activities, Projects, Services:

- Promotion of EFL
- Recruitment of volunteers
- Access NI checking of volunteers
- Training of volunteers
- Placing volunteers in schools
- Volunteer management
- Volunteer evaluation
- Pilot employability support, in partnership with training organisations
- Identify opportunities to work in partnership with community cohesion initiatives
- Governance of EFL
- Internal and external communications
- Staff recruitment and training
- Financial management of EFL
- Income generation
- Administration

Volunteers are sourced from local churches and other organisations, including schools and colleges and through recruitment by existing volunteers.

Public benefit

The trustees have complied with the duty to have due regard to the Charity Commission for Northern Ireland's statutory guidance on the public benefit requirement issued under the Charities Act (NI) 2008. The trustees believe that the charitable company provides a public benefit in a number of ways through the undertaking of a range of projects.

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2024

Strategic report

The following sections for achievements and performance and financial review form the strategic report of the charity.

Achievements and performance

In 2023/2024, the sixth year of operation:

1. 5 Meetings of Trustees during the year.
2. 9 Meetings of Sub-Committees during the year.
3. Monthly Leadership meetings during the year.
4. 8 Child Protection training sessions held for new volunteers.
5. 18 new volunteers recruited.
6. 150 active volunteers working in schools end of Academic year 2023 with 12 more recruited in July but not in schools.
7. Number of partner schools increased to 27.
8. Reading and play resources provided to each new Team.
9. 8 schools receiving free tennis coaching involving 1 tennis coach and 2 volunteers.
10. Regular contact maintained with all Head Teachers.
11. Regular contact maintained with all Volunteer Tutors.
12. 5 Training and celebration sessions held with Volunteers Tutors and Team Leaders, lunch included.
13. Contact made via weekly Zoom prayer meetings.
14. 43 Prayer events held during the year (including weekly Zoom prayer meetings).
15. Total number of supporting Prayer Partners 240 plus 505 Praying Volunteer Tutors.
16. 2 Inspire Days hosted in Greater Shankill Schools involving 400 children.
17. 2 Amy Carmichael Days in partnership with the Welcome Church, Cambrai Street, Belfast.
18. Partnerships developed with over 30 businesses and individuals who assisted at the Inspire Days.

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2024

Financial review

The results for the year are set out on pages 12 to 13.

The charitable company incurred a deficit for the year of £32,882 (2023: deficit £90,508), of which £2,506 (2023:£5,534) was restricted.

Reserves policy

The charitable company's ongoing policy is to retain a minimum level of reserves which matches the needs of the organisation both at the current time and in the foreseeable future. The trustees will strive to maintain reserves in the future sufficient to meet statutory obligations, committed expenditure, core salaries and running costs for a period equivalent to 3-6 months annual expenditure.

The charitable company will continue to monitor compliance with this policy on a regular basis and the Board will review the appropriateness of the policy annually.

In addition to this minimum level of reserves, Equipping for Life Ltd aspires to build reserves for the purposes of strategic growth and development in line with its Operational Plan as summarised under "Plans for the future".

Free reserves are those unrestricted reserves not designated, nor invested in fixed assets, which are available for general use and which can be designated for the future developments. At 31 July 2024 their level was £33,864 (2023:£24,936). Three to six months' core salaries and running costs and statutory redundancy liabilities would equate to approximately £21,396 - £42,791 (2023:£28,858-£57,716).

Going concern

The trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

Risk management

The principles of good governance are embedded within all aspects of Equipping for Life Ltd's operations with management and staff being keenly aware of the Board's responsibility of ensuring that the organisation protects itself from financial exposure and reputational damage. A close working relationship is maintained between the Board and management to ensure that operationally staff are aware of the standards required of them by the Board and that the Board is always in a position to provide guidance and support to management in the discharge of their duties. This two-way relationship is a key feature of Equipping for Life Ltd's governance arrangements and is a key strength of the charitable company.

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2024

Plans for future periods

Objectives:

1. Aim: To develop and refine volunteer enabled initiatives, that have measurable outputs and outcomes, and are delivered, in partnership with schools, churches and communities in North and West Belfast.

- 1.1 Greater Shankill collective approach to EFL volunteer led educational support
- 1.2 Further develop literacy support in primary schools
- 1.3 Explore further appropriate employability support for local primary schools
- 1.4 Pilot and develop a whole school partnership model
- 1.5 Explore and pilot community education initiatives in partnership with local groups and organisations

2. Aim: To explore the possibility and then expand into other areas, towns and cities through the application of tried and tested volunteer enabled initiatives, in partnership with schools, churches and communities.

- 2.1 Continue to develop links with schools in Armagh, Lisburn, East Belfast and East Antrim to enable strong and stable partnerships to be established
- 2.2 Increase the number of volunteer teams in the development areas
- 2.3 Refine the recruitment, training and support procedures to enable new teams to provide more effective mentoring in schools

3. Aim: To research and identify new opportunities, partnerships and initiatives through which volunteer teams can assist young people, their families and their communities be equipped, empowered and revitalised.

- 3.1 Identify opportunities to work in partnership with schools, businesses and individuals to empower primary aged children to develop into caring and effective adults
- 3.3 Build on the work done through the Inspire Days to enable schools to continue to develop their careers provision and education

4. Aim: To enable sound governance, finance, administration and further development

- 4.1 Effective governance of EFL
- 4.2 Organisational handbook of required legal and operational related policies and procedures
- 4.3 Effective internal and external communications
- 4.4 Effective marketing /PR/media plan
- 4.5 Effective volunteer recruitment and management
- 4.6 Effective staff and volunteer training plan
- 4.7 Effective financial management of EFL
- 4.8 Effective income generation strategy
- 4.9 Effective administration of EFL
- 4.10 Further development of EFL planned and modelled effectively
- 4.11 Effective management of liaison with EFL centres

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2024

The trustees' annual report and the strategic report were approved on 11 March 2025 and signed on behalf of the board of trustees by:



Rev David Jardine (Founding Director)
Trustee



Rachel Swift (Treasurer)
Trustee

Equipping For Life Ltd

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Equipping For Life Ltd

Year ended 31 July 2024

I report to the trustees on my examination of the financial statements of Equipping For Life Ltd ('the charity') for the year ended 31 July 2024.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of Charities Act (Northern Ireland) 2008 (the '2008 Act') and the Companies Act 2006 ('the 2006 Act'). You are satisfied that the accounts of the company are not required by charity or company law to be audited and have chosen instead to have an independent examination.

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements as carried out under section 65 of the 2008 Act. In carrying out my examination I have followed the general Directions given by the Charity Commission for Northern Ireland under section 65(9)(b) of the 2008 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with my examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act 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
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Equipping For Life Ltd

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Equipping For Life Ltd (continued)

Year ended 31 July 2024

I confirm that there are no other matters to which your attention should be drawn to enable a proper understanding of the accounts to be reached.



Finegan Gibson Ltd
Chartered accountants & statutory auditors

Independent Examiner

Causeway Tower
9 James Street South
Belfast
BT2 8DN
27 February 2024

Equipping For Life Ltd

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 July 2024

		Unrestricted funds £	2024 Restricted funds £	Total funds £	2023 Total funds £
	Note				
Income and endowments					
Donations and legacies	5	10,715	–	10,715	19,276
Charitable activities	6	12,985	48,750	61,735	5,207
Total income		<u>23,700</u>	<u>48,750</u>	<u>72,450</u>	<u>24,483</u>
Expenditure					
Expenditure on charitable activities	7,8	(31,504)	(54,078)	(85,582)	(114,991)
Total expenditure		<u>(31,504)</u>	<u>(54,078)</u>	<u>(85,582)</u>	<u>(114,991)</u>
Net expenditure		<u>(7,804)</u>	<u>(5,328)</u>	<u>(13,132)</u>	<u>(90,508)</u>
Transfers between funds		(2,822)	2,822	–	–
Net movement in funds		<u>(10,626)</u>	<u>(2,506)</u>	<u>(13,132)</u>	<u>(90,508)</u>
Reconciliation of funds					
Total funds brought forward		126,456	2,506	128,962	219,470
Total funds carried forward		<u>115,830</u>	<u>–</u>	<u>115,830</u>	<u>128,962</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 15 to 25 form part of these financial statements.

Equipping For Life Ltd
Company Limited by Guarantee
Statement of Financial Position
31 July 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible fixed assets	14	704	1,520
Current assets			
Debtors	15	–	120
Cash at bank and in hand		126,227	153,011
		<u>126,227</u>	<u>153,131</u>
Creditors: amounts falling due within one year	16	11,101	25,689
Net current assets		<u>115,126</u>	<u>127,442</u>
Total assets less current liabilities		<u>115,830</u>	<u>128,962</u>
Net assets		<u>115,830</u>	<u>128,962</u>
Funds of the charity			
Restricted funds		–	2,506
Unrestricted funds		115,830	126,456
Total charity funds	18	<u>115,830</u>	<u>128,962</u>

For the year ending 31 July 2024 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

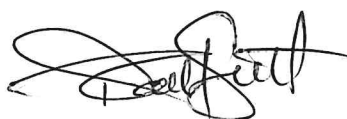
- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 11 March 2025, and are signed on behalf of the board by:



Rev David Jardine (Founding Director)
Trustee



Rachel Swift (Treasurer)
Trustee

The notes on pages 15 to 25 form part of these financial statements.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 July 2024

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in Northern Ireland and a registered charity in Northern Ireland. The address of the registered office is 9c Argyle Business Centre, North Howard Street, Belfast, BT13 2AP.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical judgements in applying the entity's accounting policies - There are no critical judgements in applying the charitable company's accounting policies. Critical accounting estimates and assumptions - There are no critical accounting estimates and assumptions.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

3. Accounting policies *(continued)*

Tangible assets *(continued)*

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Equipment - 25% straight line

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

3. Accounting policies *(continued)*

Financial instruments *(continued)*

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

Equipping for Life is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

5. Donations and legacies

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Donations				
Donations	10,615	10,615	10,276	10,276
Ardbarron Trust	–	–	9,000	9,000
Donations in Kind	100	100	–	–
	<u>10,715</u>	<u>10,715</u>	<u>19,276</u>	<u>19,276</u>

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Ardbarron Trust	11,000	–	11,000
Ulster Gardens Village	–	–	–
Sundry	1,985	–	1,985
Mason Glen	–	39,750	39,750
Benefact Trust	–	9,000	9,000
	<u>12,985</u>	<u>48,750</u>	<u>61,735</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Ardbarron Trust	–	–	–
Ulster Gardens Village	–	5,000	5,000
Sundry	207	–	207
Mason Glen	–	–	–
Benefact Trust	–	–	–
	<u>207</u>	<u>5,000</u>	<u>5,207</u>

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

7. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Charitable activities	454	4,965	5,419
Support costs	31,050	49,113	80,163
	<u>31,504</u>	<u>54,078</u>	<u>85,582</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Charitable activities	27,648	–	27,648
Support costs	71,809	15,534	87,343
	<u>99,457</u>	<u>15,534</u>	<u>114,991</u>

8. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2024 £	Total fund 2023 £
Charitable activities	5,419	78,477	83,896	113,179
Governance costs	–	1,686	1,686	1,812
	<u>5,419</u>	<u>80,163</u>	<u>85,582</u>	<u>114,991</u>

9. Analysis of support costs

	Analysis of support costs £	Total 2024 £	Total 2023 £
Staff costs	67,467	67,467	69,780
Premises	5,224	5,224	4,984
General office	4,783	4,783	5,846
Finance costs	938	938	1,364
Governance costs	1,751	1,751	5,861
	<u>80,163</u>	<u>80,163</u>	<u>87,835</u>

10. Net expenditure

Net expenditure is stated after charging/(crediting):

	2024 £	2023 £
Depreciation of tangible fixed assets	<u>916</u>	<u>1,319</u>

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

11. Independent examination fees

	2024	2023
	£	£
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>1,638</u>	<u>1,440</u>

12. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2024	2023
	£	£
Wages and salaries	55,778	59,859
Social security costs	10,908	9,342
Employer contributions to pension plans	780	579
	<u>67,466</u>	<u>69,780</u>

The average head count of employees during the year was 4 (2023: 4). The average number of full-time equivalent employees during the year is analysed as follows:

	2024	2023
	No.	No.
Part time equivalent	<u>4</u>	<u>4</u>

No employee received employee benefits of more than £60,000 during the year (2023: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £37,484 (2023:£36,654).

13. Trustee remuneration and expenses

As a member of the Society of Saint Francis, Brother David Jardine (founder and trustee of Equipping for Life Ltd) has taken a vow of poverty and is not in receipt of a salary. He is paid expenses by Equipping for Life Ltd and in the year ended 31 July 2024 received £Nil (2023:£139), £Nil of which was from restricted received from this purpose (2023: £Nil).

With these exceptions, there were no trustees' remuneration, benefits or expenses for the year ended 31 July 2024 and no trustee received payment for professional or other services supplied to the charitable company in the period.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

14. Tangible fixed assets

	Equipment £
Cost	
At 1 August 2023	5,275
Additions	100
At 31 July 2024	<u>5,375</u>
Depreciation	
At 1 August 2023	3,755
Charge for the year	916
At 31 July 2024	<u>4,671</u>
Carrying amount	
At 31 July 2024	<u>704</u>
At 31 July 2023	<u>1,520</u>

15. Debtors

	2024 £	2023 £
Prepayments and accrued income	—	120

16. Creditors: amounts falling due within one year

	2024 £	2023 £
Accruals and deferred income	9,981	24,820
Social security and other taxes	1,120	869
	<u>11,101</u>	<u>25,689</u>

17. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £780 (2023: £579).

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

18. Analysis of charitable funds

Unrestricted funds

	At 1 August 2023	Income	Expenditure	Transfers	At 31 July 2024
	£	£	£	£	£
General funds	26,456	23,700	6,280	(2,822)	53,614
Designated Funds	100,000	–	(37,784)	–	62,216
	<u>126,456</u>	<u>23,700</u>	<u>(31,504)</u>	<u>(2,822)</u>	<u>115,830</u>

	At 1 August 2022	Income	Expenditure	Transfers	At 31 July 2023
	£	£	£	£	£
General funds	156,430	19,483	(99,457)	(50,000)	26,456
Designated Funds	50,000	–	–	50,000	100,000
	<u>206,430</u>	<u>19,483</u>	<u>(99,457)</u>	<u>–</u>	<u>126,456</u>

Funds amounting to £25,000 had been earmarked to support the future development of regional "approved centres" in 2021. A decision was made by the trustees to release this in 2022.

The Reading Programme is the core aspect of Equipping for Life's work in the community. Over the past 18 months the number of schools partnering with EfL has almost trebled, with nearly 250 children per week having 30-minute sessions with our Volunteer Tutors. These sessions offer invaluable opportunities for one-to-one reading and mentoring support to the children. £50,000 has been designated to enable the Reading Programme to continue this year.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

18. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 August 2023	Income £	Expenditure £	Transfers £	At 31 July 2024 £
Various- Parents' food hampers	621	–	(621)	–	–
Donibristle Trust- Tennis	1,885	–	(1,885)	–	–
Ulster Garden Villages- salaries & rent	–	–	–	–	–
Mason Glen Tennis	–	10,000	(10,000)	–	–
Reading	–	26,750	(26,750)	–	–
Inspire	–	12,000	(14,822)	2,822	–
	<u>2,506</u>	<u>48,750</u>	<u>(54,078)</u>	<u>2,822</u>	<u>–</u>

	At 1 August 2022	Income £	Expenditure £	Transfers £	At 31 July 2023 £
Various- Parents' food hampers	621	–	–	–	621
Donibristle Trust- Tennis	12,419	–	(10,534)	–	1,885
Ulster Garden Villages- salaries & rent	–	5,000	(5,000)	–	–
Mason Glen Tennis	–	–	–	–	–
Reading	–	–	–	–	–
Inspire	–	–	–	–	–
	<u>13,040</u>	<u>5,000</u>	<u>(15,534)</u>	<u>–</u>	<u>2,506</u>

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2024

19. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Tangible fixed assets	704	–	704
Current assets	126,227	–	126,227
Creditors less than 1 year	(11,101)	–	(11,101)
Net assets	<u>115,830</u>	<u>–</u>	<u>115,830</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Tangible fixed assets	1,520	–	1,520
Current assets	145,625	7,506	153,131
Creditors less than 1 year	(25,689)	–	(25,689)
Net assets	<u>121,456</u>	<u>7,506</u>	<u>128,962</u>

20. *Non-exchange transactions*

The charitable company benefits from the contribution of unpaid volunteers, including Volunteer Tutors. Their contribution is not accounted for due to the lack of a reliable basis of measurement. The tutors' training is provided internally, supplemented by training provided free of charge by NICVA and churches.

The charitable company also benefits from the ongoing maintenance of its website by Alan Graham, a volunteer who has gained some experience in this area.

Equipping For Life Ltd
Company Limited by Guarantee
Management Information
Year ended 31 July 2024

The following pages do not form part of the financial statements.

Equipping For Life Ltd

Company Limited by Guarantee

Detailed Statement of Financial Activities

Year ended 31 July 2024

	2024 £	2023 £
Income and endowments		
Donations and legacies		
Donations	10,615	10,276
Ardbarron Trust	–	9,000
Donations in Kind	100	–
	<u>10,715</u>	<u>19,276</u>
Charitable activities		
Ardbarron Trust	11,000	–
Ulster Gardens Village	–	5,000
Sundry	1,985	207
Mason Glen	39,750	–
Benefact Trust	9,000	–
	<u>61,735</u>	<u>5,207</u>
Total income	<u>72,450</u>	<u>24,483</u>

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Detailed Statement of Financial Activities

Year ended 31 July 2024

	2024 £	2023 £
Expenditure on charitable activities		
Charitable activities		
<i>Activities undertaken directly</i>		
Activity costs - restricted tennis	1,620	10,459
Activity costs - restricted	2,994	–
Activity costs - unrestricted	454	11,445
Brother David expenses	–	139
Marketing, Publicity and Fundraising	–	5,253
Staff expenses	351	352
	<u>5,419</u>	<u>27,648</u>
<i>Support costs</i>		
Salaries and pension	55,778	59,859
PAYE	10,908	9,342
Pension costs	780	579
Rent	3,579	3,570
Heat & Light	846	460
Subscriptions	356	810
Insurance	800	624
Printing and Stationery	1,095	484
Postage	348	851
Office equipment	964	796
General expenses	1,282	1,512
Governance costs	16	49
Telephone	678	661
Bank charges	22	45
Depreciation	916	1,319
Consultancy fees	49	4,000
Broadband	60	240
Repairs and Maintenance	–	330
	<u>78,477</u>	<u>85,531</u>
Governance costs		
Governance costs - accountancy fees	1,686	1,812
	<u>85,582</u>	<u>114,991</u>
Expenditure on charitable activities	<u>85,582</u>	<u>114,991</u>
Net expenditure	<u>(13,132)</u>	<u>(90,508)</u>

Equipping for Life Ltd

Northern Ireland - Charity number 108041

Accounts

COMPANY REGISTRATION NUMBER: NI654291
CHARITY REGISTRATION NUMBER: NIC108041

Equipping For Life Ltd
Company Limited by Guarantee
Unaudited Financial Statements
31 July 2023

Finegan Gibson Ltd
Chartered accountants
Causeway Tower
9 James Street South
Belfast
BT2 8DN

Equipping For Life Ltd
Company Limited by Guarantee
Financial Statements
Year ended 31 July 2023

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Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 July 2023

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 July 2023.

Chair's report

This report covers our fifth year of operation.

Our ongoing partnership with local Primary Schools continues to grow and flourish with Equipping for Life providing help with reading, tennis coaching and careers education (Inspire). We work in many areas where deprivation has affected both achievement and aspiration and we partner with local schools to provide the best possible service to the children the schools consider would benefit most from the work. Equipping for Life endeavours to provide as much support to the schools as possible and our relationships with them are based on supportive and mutually agreed objectives. The children we work with in our Reading Programme benefit from development of their reading skills and also from spending time on a one-to-one basis with dedicated volunteer tutors. This year we provided extensive reading and play resources to each of our volunteer teams as well as appropriate training for using the resources. Research shows that there are many benefits for reading for children:

- Are more likely to overcome disadvantage caused by inequalities.
- Are more likely to be happier, healthier and experience better mental wellbeing and self-esteem.
- Are more likely to do better at school and make more progress across the curriculum.
- Are more likely to develop empathy and creativity.

The quality, experience and dedication of our volunteers are the main reasons why the work of Equipping for Life is valued by our partner schools. Our 130+ volunteers are recruited from churches and, increasingly, from word of mouth through our volunteer community and through the work of Brother David. This year we have revamped our recruitment and training procedures which has improved the induction experience of the new volunteers. During the year we were audited by AccessNI and our procedures were commended as being not only fit for purpose, but being exemplary. This is testament to the due diligence of Pat Hutchinson, Office Manager and Jennifer Dwyer, Volunteer Office Administrator.

We continue to expand into different areas and primary schools. During the year we increased the number of partner schools to 23 and included one in North Belfast, two in East Belfast, four new schools in South Antrim, two in Banbridge, three in Lisburn and one in Downpatrick. We have plans for further partnerships in the coming year including in North Belfast, Lisburn, South Antrim, Mid-Antrim and East Belfast.

The staffing contingent did not change throughout the year, and we continue to operate with 2.1 FTE.

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2023

Bro David, Equipping for Life's Founder, continues to pray for and support the work of EFL through his involvement as a Trustee, recruitment of volunteers and donors. During the year Tommy Stewart decided to resign from his role as a paid consultant for Equipping for Life and was elected as a new Trustee. The Board of Trustees is very grateful for his considerable contribution to the establishment and subsequent success of EFL.

During the year we relaunched our website www.equippingforlife.org.uk and social media platforms (X, @Equipping4Life & Facebook, EquippingforLifeNI). For the first four years of EFL's existence, Alan Graham managed the website as a dedicated volunteer. We are indebted to Alan for his hard work and creativity over the years which enabled the work of the volunteers to be publicised and celebrated.

Our fundraising activities continued successfully. We require financial assistance to pay for staffing, office facilities, ministries and for general administrative overheads. We are indebted to a number of individual donors and to trusts, who are acknowledged later in this report. This year we also introduced a new donation facility, Stewardship, which provides a quick and uncomplicated online platform for individuals to give to the work of EFL.

The Reading Programme is the main outreach in Primary Schools and involves nearly 300 children. Over the last two years we have also developed the Tennis programme on the Shankill Road which involves introducing the children in eight Primary Schools to the sport of tennis. Our Tennis Coaches and volunteers rotate around the schools throughout the year and provide basic tennis coaching. The qualitative evaluation by the school Principals remains overwhelmingly positive.

Inspire, Equipping for Life's most recent innovative programme, established in September 2022, has the vision of inspiring the children of the Shankill to unlock their enormous potential and help shape their future working lives. For the 2022/23 programme we involved over 850 children with our inaugural events at Wheatfield, Forth River and Glenwood Primary Schools. These events were only possible because of the help and support of several businesses and individuals who gave so generously of their time and expertise. Our hope is that a seed will be planted in the lives of these young children, the next generation on the Shankill Road, and that these seeds will come to fruition as the children progress in life to achieve their full potential.

Finally, I wish to thank our Board members for their valuable input and assistance. The Trustees continue to endeavour to provide good governance to the staff and volunteers of Equipping for Life.

Gordon Bell
Chairperson
Equipping for Life Ltd

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2023

Reference and administrative details

Registered charity name Equipping For Life Ltd
Charity registration number NIC108041
Company registration number NI654291
Principal office and registered office 9c Argyle Business Centre
North Howard Street
Belfast
BT13 2AP

The trustees

Patricia Hutchinson (Secretary)
Gordon Bell (Chairperson)
Dr Lavinia Boyce
Rev Colin James Duncan
Rev David Jardine (Founding
Director)
Suzanne Elizabeth Rebecca
McLean
Rachel Swift (Treasurer)
Thomas John Stewart (Appointed 3 July 2023)

Independent examiner Finegan Gibson Ltd
Causeway Tower
9 James Street South
Belfast
BT2 8DN

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2023

Structure, governance and management

Governing document

The charity is a company limited by guarantee incorporated in the UK and registered in Northern Ireland and governed by a Memorandum and Articles of Association. The charitable company does not have share capital. The liability of each member is limited to an amount not exceeding £1 in the event of a winding up. The charity's registered office is given in the Reference and Administrative Details section of the Trustees' Report.

Governance of the charitable company

During the period under review the trustees met 5 times, usually at bi-monthly intervals. Trustees/directors are appointed by nominations, made in writing by any existing trustee. Nominated trustees are appointed by election by existing trustees. The trustees have overall responsibility for the organisation and for directing its activity, ensuring the charitable company is well run and delivering the outcomes for which it has been set up. Rachel Swift has been Honorary Treasurer since 7 September 2021. Pat Hutchinson has been Honorary Secretary since 15 March 2022. Audrey Curry was appointed Director of Equipping for Life on 1 October 2021. Audrey is responsible for the management of the organisation, reporting to the Board at each meeting. Professional advice is provided by Thomas Stewart.

Related parties

All trustees and senior staff complete a conflict of interest register annually in respect of potential transactions between Equipping for Life Ltd and its connected parties.

Pay policy for senior staff

The pay of senior staff is reviewed annually. In view of the nature of the charitable company, the trustees benchmark against pay levels in other community organisations working within the sector.

The trustees (who are also directors of Equipping for Life Ltd for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (UK GAAP).

Company law requires the directors 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 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: 1. select suitable accounting policies and then apply them consistently; 2. observe the methods and principles in the Charities SORP 2019 (FRS102); 3. make judgements and accounting estimates that are reasonable and prudent; 4. state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and 5. prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2023

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.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the company's website.

Independent examiner

Finegan and Gibson were appointed as Accountants.

Small company provisions

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2023

Objectives and activities

Vision: Young people and families equipped and empowered; communities revitalised.

Mission: To equip people so they can fulfil their potential.

Values: Faith, Integrity, Equality, Commitment and Hope.

The charitable company's legal objects as set out in its governing document (Articles of Association) are:

- The prevention or relief of poverty;
- The advancement of education; and
- The advancement of religion.

Its aims are:

1. To develop and refine volunteer enabled initiatives, that have measurable outputs and outcomes, and are delivered, in partnership with schools, churches and communities in North and West Belfast;
2. To explore the possibility and then expand into other areas, towns and cities through the application of tried and tested volunteer enabled initiatives, in partnership with schools, churches and communities;
3. To research and identify new opportunities, partnerships and initiatives through which volunteer teams can assist young people, their families and their communities be equipped, empowered and revitalised; and
4. To enable sound governance, finance, administration and further development. Main Activities, Projects, Services:

- Promotion of EFL
- Recruitment of volunteers
- Access NI checking of volunteers
- Training of volunteers
- Placing volunteers in schools
- Volunteer management
- Volunteer evaluation
- Pilot employability support, in partnership with training organisations- Identify opportunities to work in partnership with community cohesion initiatives- Governance of EFL
- Internal and external communications
- Staff recruitment and training
- Financial management of EFL
- Income generation
- Administration

Volunteers are sourced from local churches and other organisations, including schools and colleges and through recruitment by existing volunteers.

Public benefit.

The trustees have complied with the duty to have due regard to the Charity Commission for Northern

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2023

Ireland's statutory guidance on the public benefit requirement issued under the Charities Act (NI) 2008. The trustees believe that the charitable company provides a public benefit in a number of ways through the undertaking of a range of projects.

Strategic report

The following sections for achievements and performance and financial review form the strategic report of the charity.

Achievements and performance

In 2022/2023, the fifth year of operation:

1. 4 Meetings of Trustees during the year
2. 2 Meetings of Sub-Committees during the year
3. Monthly Leadership meetings during the year
4. 5 Child Protection training sessions held for new volunteers.
5. 46 new volunteers recruited
6. 125 active volunteers working in schools end of Academic year 2023 with 12 more recruited in July but not in schools
7. Number of partner schools increased to 23
8. Reading and play resources provided to each new and existing Teams
9. 8 schools receiving free tennis coaching involving 2 tennis coaches and 5 volunteers.
10. Regular contact maintained with all Head Teachers
11. Regular contact maintained with all Volunteer Tutors
12. 5 Training and celebration sessions held with Volunteers Tutors and Team Leaders, lunch included
13. Contact made via weekly Zoom prayer meetings
14. 5 Prayer events including 2 Prayer Weeks held during the year
15. Total number of supporting Prayer Partners 242 plus 125 Praying Volunteer Tutors
16. Supported local 'Oasis Food Bank' with significant donations from tutors and Prayer Partners
17. Partnership with St Mathews in their Winter Coat appeal, excellent response
18. Website relaunched
19. Facebook and Twitter accounts relaunched with regular posts
20. 3 Inspire Days hosted in Greater Shankill Schools involving 850 children
21. Partnerships developed with over 30 businesses and individuals who assisted at the Inspire Days

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2023

Financial review

The results for the year are set out on pages 12 to 13

The charitable company incurred a deficit for the year of £90,508 (2022: surplus £51,039), of which £5,534 (2022:£12,132) was restricted.

Reserves policy

The charitable company's ongoing policy is to retain a minimum level of reserves which matches the needs of the organisation both at the current time and in the foreseeable future. The trustees will strive to maintain reserves in the future sufficient to meet statutory obligations, committed expenditure, core salaries and running costs for a period equivalent to 3-6 months annual expenditure.

The charitable company will continue to monitor compliance with this policy on a regular basis and the Board will review the appropriateness of the policy annually.

In addition to this minimum level of reserves, Equipping for Life Ltd aspires to build reserves for the purposes of strategic growth and development in line with its Operational Plan as summarised under "Plans for the future".

Free reserves are those unrestricted reserves not designated, nor invested in fixed assets, which are available for general use and which can be designated for the future developments. At 31 July 2023 their level was £24,936 (2022:£203,531). Three to six months' core salaries and running costs and statutory redundancy liabilities would equate to approximately £28,858-£57,716 (2022:£20,314-£40,658).

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2023

Plans for future periods

Objectives:

1. Aim: To develop and refine volunteer enabled initiatives, that have measurable outputs and outcomes, and are delivered, in partnership with schools, churches and communities in North and West Belfast.

- 1.1 Greater Shankill collective approach to EFL volunteer led educational support
- 1.2 Further develop literacy support in primary schools
- 1.3 Explore further appropriate employability support for local primary schools
- 1.4 Pilot and develop a whole school partnership model
- 1.5 Explore and pilot community education initiatives in partnership with local groups and organisations

2. Aim: To explore the possibility and then expand into other areas, towns and cities through the application of tried and tested volunteer enabled initiatives, in partnership with schools, churches and communities.

- 2.1 Continue to develop links with schools in Lisburn, East Belfast and Carrickfergus to enable strong and stable partnerships to be established
- 2.2 Increase the number of volunteer teams in the development areas
- 2.3 Refine the recruitment, training and support procedures to enable new teams to provide more effective mentoring in schools

3. Aim: To research and identify new opportunities, partnerships and initiatives through which volunteer teams can assist young people, their families and their communities be equipped, empowered and revitalised.

- 3.1 Identify opportunities to work in partnership with schools, businesses and individuals to empower primary aged children to develop into caring and effective adults
- 3.3 Build on the work done through the Inspire Days to enable schools to continue to develop their careers provision and education

4. Aim: To enable sound governance, finance, administration and further development

- 4.1 Effective governance of EFL
- 4.2 Organisational handbook of required legal and operational related policies and procedures
- 4.3 Effective internal and external communications
- 4.4 Effective marketing /PR/media plan
- 4.5 Effective volunteer recruitment and management
- 4.6 Effective staff and volunteer training plan
- 4.7 Effective financial management of EFL
- 4.8 Effective income generation strategy
- 4.9 Effective administration of EFL
- 4.10 Further development of EFL planned and modelled effectively
- 4.11 Effective management of liaison with EFL centres

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2023

The trustees' annual report and the strategic report were approved on 27 February 2024 and signed on behalf of the board of trustees by:



Rev David Jardine (Founding Director)
Trustee



Rachel Swift (Treasurer)
Trustee

Equipping For Life Ltd

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Equipping For Life Ltd

Year ended 31 July 2023

I report to the trustees on my examination of the financial statements of Equipping For Life Ltd ('the charity') for the year ended 31 July 2023.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of Charities Act (Northern Ireland) 2008 (the '2008 Act') and the Companies Act 2006 ('the 2006 Act'). You are satisfied that the accounts of the company are not required by charity or company law to be audited and have chosen instead to have an independent examination.

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements as carried out under section 65 of the 2008 Act. In carrying out my examination I have followed the general Directions given by the Charity Commission for Northern Ireland under section 65(9)(b) of the 2008 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with my examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act 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
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Equipping For Life Ltd

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Equipping For Life Ltd
(continued)

Year ended 31 July 2023

I confirm that there are no other matters to which your attention should be drawn to enable a proper understanding of the accounts to be reached.



Finegan Gibson Ltd
Independent Examiner

Causeway Tower
9 James Street South
Belfast
BT2 8DN

27 February 2024

Equipping For Life Ltd

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 July 2023

		2023	2022		
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	5	19,276	–	19,276	132,251
Charitable activities	6	207	5,000	5,207	–
Investment income	7	–	–	–	44
Total income		<u>19,483</u>	<u>5,000</u>	<u>24,483</u>	<u>132,295</u>
Expenditure					
Expenditure on charitable activities	8,9	(99,457)	(15,534)	(114,991)	(81,256)
Total expenditure		<u>(99,457)</u>	<u>(15,534)</u>	<u>(114,991)</u>	<u>(81,256)</u>
Net (expenditure)/income and net movement in funds		<u>(79,974)</u>	<u>(10,534)</u>	<u>(90,508)</u>	<u>51,039</u>
Reconciliation of funds					
Total funds brought forward		<u>206,430</u>	<u>13,040</u>	<u>219,470</u>	<u>168,431</u>
Total funds carried forward		<u>126,456</u>	<u>2,506</u>	<u>128,962</u>	<u>219,470</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 15 to 25 form part of these financial statements.

Equipping For Life Ltd
Company Limited by Guarantee
Statement of Financial Position
31 July 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible fixed assets	15	1,520	2,839
Current assets			
Debtors	16	120	440
Cash at bank and in hand		153,011	219,836
		<u>153,131</u>	<u>220,276</u>
Creditors: amounts falling due within one year	17	<u>25,689</u>	<u>3,645</u>
Net current assets		<u>127,442</u>	<u>216,631</u>
Total assets less current liabilities		<u>128,962</u>	<u>219,470</u>
Net assets		<u>128,962</u>	<u>219,470</u>
Funds of the charity			
Restricted funds		2,506	13,040
Unrestricted funds		<u>126,456</u>	<u>206,430</u>
Total charity funds	19	<u>128,962</u>	<u>219,470</u>

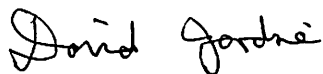
For the year ending 31 July 2023 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 27 February 2024, and are signed on behalf of the board by:



Rev David Jardine (Founding Director)
Trustee



Rachel Swift (Treasurer)
Trustee

The notes on pages 15 to 25 form part of these financial statements.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 July 2023

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in Northern Ireland and a registered charity in Northern Ireland. The address of the registered office is 9c Argyle Business Centre, North Howard Street, Belfast, BT13 2AP.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical judgements in applying the entity's accounting policies - There are no critical judgements in applying the charitable company's accounting policies. Critical accounting estimates and assumptions - There are no critical accounting estimates and assumptions.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

3. Accounting policies *(continued)*

Tangible assets *(continued)*

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Equipment - 25% straight line

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

3. Accounting policies *(continued)*

Financial instruments *(continued)*

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

Equipping for Life is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Donations			
Donations	10,276	–	10,276
Ardbarron Trust	9,000	–	9,000
Donibristle Trust- Tennis	–	–	–
Ulster Garden Villages	–	–	–
	<u>19,276</u>	<u>–</u>	<u>19,276</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations			
Donations	7,151	1,100	8,251
Ardbarron Trust	9,000	–	9,000
Donibristle Trust- Tennis	85,000	20,000	105,000
Ulster Garden Villages	10,000	–	10,000
	<u>111,151</u>	<u>21,100</u>	<u>132,251</u>

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Ulster Garden Villages	–	5,000	5,000
Sundry	207	–	207
	<u>207</u>	<u>5,000</u>	<u>5,207</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Ulster Garden Villages	–	–	–
Sundry	–	–	–
	<u>–</u>	<u>–</u>	<u>–</u>

7. Investment income

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
Income from investments	–	–	44	44
	<u>–</u>	<u>–</u>	<u>44</u>	<u>44</u>

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

8. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Charitable activities	27,648	–	27,648
Support costs	71,809	15,534	87,343
	<u>99,457</u>	<u>15,534</u>	<u>114,991</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Charitable activities	2,539	8,968	11,507
Support costs	69,749	–	69,749
	<u>72,288</u>	<u>8,968</u>	<u>81,256</u>

9. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	Total funds 2023 £	Total fund 2022 £
Charitable activities	27,648	85,531	113,179	80,056
Governance costs	–	1,812	1,812	1,200
	<u>27,648</u>	<u>87,343</u>	<u>114,991</u>	<u>81,256</u>

10. Analysis of support costs

	Analysis of support costs activity 1 £	Total 2023 £	Total 2022 £
Staff costs	69,780	69,780	51,684
Premises	4,984	4,984	4,822
General office	5,846	5,846	4,680
Finance costs	1,364	1,364	1,363
Governance costs	5,861	5,861	7,200
	<u>87,835</u>	<u>87,835</u>	<u>69,749</u>

11. Net (expenditure)/income

Net (expenditure)/income is stated after charging/(crediting):

	2023 £	2022 £
Depreciation of tangible fixed assets	<u>1,319</u>	<u>1,319</u>

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

12. Independent examination fees

	2023	2022
	£	£
Fees payable to the independent examiner for: Independent examination of the financial statements	1,440	1,200

13. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2023	2022
	£	£
Wages and salaries	69,201	51,388
Employer contributions to pension plans	579	296
	<u>69,780</u>	<u>51,684</u>

The average head count of employees during the year was 4 (2022: 3). The average number of employees during the year is analysed as follows:

	2023	2022
	No.	No.
Part time equivalent	<u>4</u>	<u>3</u>

No employee received employee benefits of more than £60,000 during the year (2022: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £36,654 (2022:£34,632).

14. Trustee remuneration and expenses

As a member of the Society of Saint Francis, Brother David Jardine (founder and trustee of Equipping for Life Ltd) has taken a vow of poverty and is not in receipt of a salary. He is paid expenses by Equipping for Life Ltd and in the year ended 31 July 2023 received £139 (2022:£0), £0 of which was from restricted received from this purpose (2022: £0).

With these exceptions, there were no trustees' remuneration, benefits or expenses for the year ended 31 July 2023 and no trustee received payment for professional or other services supplied to the charitable company in the period.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

15. Tangible fixed assets

	Equipment £
Cost	
At 1 August 2022 and 31 July 2023	5,275
Depreciation	
At 1 August 2022	2,436
Charge for the year	1,319
At 31 July 2023	3,755
Carrying amount	
At 31 July 2023	1,520
At 31 July 2022	2,839

16. Debtors

	2023 £	2022 £
Prepayments and accrued income	120	–
Other debtors	–	440
	<u>120</u>	<u>440</u>

17. Creditors: amounts falling due within one year

	2023 £	2022 £
Accruals and deferred income	24,820	2,895
Social security and other taxes	869	750
	<u>25,689</u>	<u>3,645</u>

18. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £579 (2022: £296).

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

19. Analysis of charitable funds

Unrestricted funds

	At 1 August 202 2	Income £	Expenditure £	Transfers £	At 31 July 2023 £
General funds	156,430	19,483	(99,457)	(50,000)	26,456
Designated Funds	50,000	–	–	50,000	100,000
	<u>206,430</u>	<u>19,483</u>	<u>(99,457)</u>	<u>–</u>	<u>126,456</u>

	At 1 August 202 1	Income £	Expenditure £	Transfers £	At 31 July 2022 £
General funds	142,523	111,195	(72,288)	(25,000)	156,430
Designated Funds	25,000	–	–	25,000	50,000
	<u>167,523</u>	<u>111,195</u>	<u>(72,288)</u>	<u>–</u>	<u>206,430</u>

The Reading Programme is the core aspect of Equipping for Life's work in the community. Over the past 18 months the number of schools partnering with EfL has almost trebled, with nearly 250 children per week having 30-minute sessions with our Volunteer Tutors. These sessions offer invaluable opportunities for one-to-one reading and mentoring support to the children. £50,000 has been designated to enable the Reading Programme to continue this year.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

19. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 August 202 2	Income £	Expenditure £	Transfers £	At 31 July 2023 £
Ardbarron Trust- books	–	–	–	–	–
Various- Parents' food hampers	621	–	–	–	621
Dephne Hewitt- Tennis	–	–	–	–	–
Donibristle Trust- Tennis	12,419	–	(10,534)	–	1,885
Ulster Garden Villages- salaries & rent	–	5,000	(5,000)	–	–
	<u>13,040</u>	<u>5,000</u>	<u>(15,534)</u>	<u>–</u>	<u>2,506</u>

	At 1 August 202 1	Income £	Expenditure £	Transfers £	At 31 July 2022 £
Ardbarron Trust- books	287	100	(387)	–	–
Various- Parents' food hampers	621	–	–	–	621
Dephne Hewitt- Tennis	–	1,000	(1,000)	–	–
Donibristle Trust- Tennis	–	20,000	(7,581)	–	12,419
Ulster Garden Villages- salaries & rent	–	–	–	–	–
	<u>908</u>	<u>21,100</u>	<u>(8,968)</u>	<u>–</u>	<u>13,040</u>

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

20. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Tangible fixed assets	1,520	–	1,520
Current assets	145,625	7,506	153,131
Creditors less than 1 year	(25,689)	–	(25,689)
Net assets	121,456	7,506	128,962

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Tangible fixed assets	2,839	–	2,839
Current assets	207,236	13,040	220,276
Creditors less than 1 year	(3,645)	–	(3,645)
Net assets	206,430	13,040	219,470

21. *Non-exchange transactions*

The charitable company benefits from the contribution of unpaid volunteers, including Volunteer Tutors. Their contribution is not accounted for due to the lack of a reliable basis of measurement. The tutors' training is provided internally, supplemented by training provided free of charge by NICVA and churches.

The charitable company also benefits from the ongoing maintenance of its website by Alan Graham, a volunteer who has gained some experience in this area.

Equipping For Life Ltd
Company Limited by Guarantee
Management Information
Year ended 31 July 2023

The following pages do not form part of the financial statements.

Equipping For Life Ltd

Company Limited by Guarantee

Detailed Statement of Financial Activities

Year ended 31 July 2023

	2023 £	2022 £
Income and endowments		
Donations and legacies		
Donations	10,276	8,251
Ardbarron Trust	9,000	9,000
Donibristle Trust- Tennis	–	105,000
Ulster Garden Villages	–	10,000
	<u>19,276</u>	<u>132,251</u>
Charitable activities		
Ulster Garden Villages	5,000	–
Sundry	207	–
	<u>5,207</u>	<u>–</u>
Investment income		
Income from investments	–	44
	<u>–</u>	<u>44</u>
Total income	<u>24,483</u>	<u>132,295</u>

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Detailed Statement of Financial Activities

Year ended 31 July 2023

	2023 £	2022 £
Expenditure on charitable activities		
Charitable activities		
<i>Activities undertaken directly</i>		
Activity costs - restricted tennis	10,459	8,581
Activity costs - restricted	–	1,008
Activity costs - unrestricted	11,445	1,918
Brother David expenses	139	–
Marketing, Publicity and Fundraising	5,253	–
Staff expenses	352	–
	<u>27,648</u>	<u>11,507</u>
<i>Support costs</i>		
Salaries and pension	69,201	51,388
Pension costs	579	296
Rent	3,570	3,570
Heat & Light	460	469
Subscriptions	810	190
Insurance	624	603
Printing and Stationery	484	1,064
Postage	851	215
Office equipment	796	1,502
General expenses	1,512	573
Governance costs	49	–
Telephone	661	868
Bank charges	45	43
Depreciation	1,319	1,319
Consultancy fees	4,000	6,000
Training	–	233
Broadband	240	36
Repairs and Maintenance	330	180
	<u>85,531</u>	<u>68,549</u>
Governance costs		
Governance costs - accountancy fees	<u>1,812</u>	<u>1,200</u>
	<u>114,991</u>	<u>81,256</u>

Equipping for Life Ltd

Northern Ireland - Charity number 108041

Annual report

COMPANY REGISTRATION NUMBER: NI654291
CHARITY REGISTRATION NUMBER: NIC108041

Equipping For Life Ltd
Company Limited by Guarantee
Unaudited Financial Statements
31 July 2023

Finegan Gibson Ltd
Chartered accountants
Causeway Tower
9 James Street South
Belfast
BT2 8DN

Equipping For Life Ltd
Company Limited by Guarantee
Financial Statements
Year ended 31 July 2023

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Independent examiner's report to the trustees	11
Statement of financial activities (including income and expenditure account)	13
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Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 July 2023

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 July 2023.

Chair's report

This report covers our fifth year of operation.

Our ongoing partnership with local Primary Schools continues to grow and flourish with Equipping for Life providing help with reading, tennis coaching and careers education (Inspire). We work in many areas where deprivation has affected both achievement and aspiration and we partner with local schools to provide the best possible service to the children the schools consider would benefit most from the work. Equipping for Life endeavours to provide as much support to the schools as possible and our relationships with them are based on supportive and mutually agreed objectives. The children we work with in our Reading Programme benefit from development of their reading skills and also from spending time on a one-to-one basis with dedicated volunteer tutors. This year we provided extensive reading and play resources to each of our volunteer teams as well as appropriate training for using the resources. Research shows that there are many benefits for reading for children:

- Are more likely to overcome disadvantage caused by inequalities.
- Are more likely to be happier, healthier and experience better mental wellbeing and self-esteem.
- Are more likely to do better at school and make more progress across the curriculum.
- Are more likely to develop empathy and creativity.

The quality, experience and dedication of our volunteers are the main reasons why the work of Equipping for Life is valued by our partner schools. Our 130+ volunteers are recruited from churches and, increasingly, from word of mouth through our volunteer community and through the work of Brother David. This year we have revamped our recruitment and training procedures which has improved the induction experience of the new volunteers. During the year we were audited by AccessNI and our procedures were commended as being not only fit for purpose, but being exemplary. This is testament to the due diligence of Pat Hutchinson, Office Manager and Jennifer Dwyer, Volunteer Office Administrator.

We continue to expand into different areas and primary schools. During the year we increased the number of partner schools to 23 and included one in North Belfast, two in East Belfast, four new schools in South Antrim, two in Banbridge, three in Lisburn and one in Downpatrick. We have plans for further partnerships in the coming year including in North Belfast, Lisburn, South Antrim, Mid-Antrim and East Belfast.

The staffing contingent did not change throughout the year, and we continue to operate with 2.1 FTE.

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2023

Bro David, Equipping for Life's Founder, continues to pray for and support the work of EFL through his involvement as a Trustee, recruitment of volunteers and donors. During the year Tommy Stewart decided to resign from his role as a paid consultant for Equipping for Life and was elected as a new Trustee. The Board of Trustees is very grateful for his considerable contribution to the establishment and subsequent success of EFL.

During the year we relaunched our website www.equippingforlife.org.uk and social media platforms (X, @Equipping4Life & Facebook, EquippingforLifeNI). For the first four years of EFL's existence, Alan Graham managed the website as a dedicated volunteer. We are indebted to Alan for his hard work and creativity over the years which enabled the work of the volunteers to be publicised and celebrated.

Our fundraising activities continued successfully. We require financial assistance to pay for staffing, office facilities, ministries and for general administrative overheads. We are indebted to a number of individual donors and to trusts, who are acknowledged later in this report. This year we also introduced a new donation facility, Stewardship, which provides a quick and uncomplicated online platform for individuals to give to the work of EFL.

The Reading Programme is the main outreach in Primary Schools and involves nearly 300 children. Over the last two years we have also developed the Tennis programme on the Shankill Road which involves introducing the children in eight Primary Schools to the sport of tennis. Our Tennis Coaches and volunteers rotate around the schools throughout the year and provide basic tennis coaching. The qualitative evaluation by the school Principals remains overwhelmingly positive.

Inspire, Equipping for Life's most recent innovative programme, established in September 2022, has the vision of inspiring the children of the Shankill to unlock their enormous potential and help shape their future working lives. For the 2022/23 programme we involved over 850 children with our inaugural events at Wheatfield, Forth River and Glenwood Primary Schools. These events were only possible because of the help and support of several businesses and individuals who gave so generously of their time and expertise. Our hope is that a seed will be planted in the lives of these young children, the next generation on the Shankill Road, and that these seeds will come to fruition as the children progress in life to achieve their full potential.

Finally, I wish to thank our Board members for their valuable input and assistance. The Trustees continue to endeavour to provide good governance to the staff and volunteers of Equipping for Life.

Gordon Bell
Chairperson
Equipping for Life Ltd

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2023

Reference and administrative details

Registered charity name Equipping For Life Ltd
Charity registration number NIC108041
Company registration number NI654291
Principal office and registered office 9c Argyle Business Centre
North Howard Street
Belfast
BT13 2AP

The trustees

Patricia Hutchinson (Secretary)
Gordon Bell (Chairperson)
Dr Lavinia Boyce
Rev Colin James Duncan
Rev David Jardine (Founding
Director)
Suzanne Elizabeth Rebecca
McLean
Rachel Swift (Treasurer)
Thomas John Stewart (Appointed 3 July 2023)

Independent examiner Finegan Gibson Ltd
Causeway Tower
9 James Street South
Belfast
BT2 8DN

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2023

Structure, governance and management

Governing document

The charity is a company limited by guarantee incorporated in the UK and registered in Northern Ireland and governed by a Memorandum and Articles of Association. The charitable company does not have share capital. The liability of each member is limited to an amount not exceeding £1 in the event of a winding up. The charity's registered office is given in the Reference and Administrative Details section of the Trustees' Report.

Governance of the charitable company

During the period under review the trustees met 5 times, usually at bi-monthly intervals. Trustees/directors are appointed by nominations, made in writing by any existing trustee. Nominated trustees are appointed by election by existing trustees. The trustees have overall responsibility for the organisation and for directing its activity, ensuring the charitable company is well run and delivering the outcomes for which it has been set up. Rachel Swift has been Honorary Treasurer since 7 September 2021. Pat Hutchinson has been Honorary Secretary since 15 March 2022. Audrey Curry was appointed Director of Equipping for Life on 1 October 2021. Audrey is responsible for the management of the organisation, reporting to the Board at each meeting. Professional advice is provided by Thomas Stewart.

Related parties

All trustees and senior staff complete a conflict of interest register annually in respect of potential transactions between Equipping for Life Ltd and its connected parties.

Pay policy for senior staff

The pay of senior staff is reviewed annually. In view of the nature of the charitable company, the trustees benchmark against pay levels in other community organisations working within the sector.

The trustees (who are also directors of Equipping for Life Ltd for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (UK GAAP).

Company law requires the directors 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 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: 1. select suitable accounting policies and then apply them consistently; 2. observe the methods and principles in the Charities SORP 2019 (FRS102); 3. make judgements and accounting estimates that are reasonable and prudent; 4. state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and 5. prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2023

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.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the company's website.

Independent examiner

Finegan and Gibson were appointed as Accountants.

Small company provisions

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2023

Objectives and activities

Vision: Young people and families equipped and empowered; communities revitalised.

Mission: To equip people so they can fulfil their potential.

Values: Faith, Integrity, Equality, Commitment and Hope.

The charitable company's legal objects as set out in its governing document (Articles of Association) are:

- The prevention or relief of poverty;
- The advancement of education; and
- The advancement of religion.

Its aims are:

1. To develop and refine volunteer enabled initiatives, that have measurable outputs and outcomes, and are delivered, in partnership with schools, churches and communities in North and West Belfast;
2. To explore the possibility and then expand into other areas, towns and cities through the application of tried and tested volunteer enabled initiatives, in partnership with schools, churches and communities;
3. To research and identify new opportunities, partnerships and initiatives through which volunteer teams can assist young people, their families and their communities be equipped, empowered and revitalised; and
4. To enable sound governance, finance, administration and further development. Main Activities, Projects, Services:

- Promotion of EFL
- Recruitment of volunteers
- Access NI checking of volunteers
- Training of volunteers
- Placing volunteers in schools
- Volunteer management
- Volunteer evaluation
- Pilot employability support, in partnership with training organisations- Identify opportunities to work in partnership with community cohesion initiatives- Governance of EFL
- Internal and external communications
- Staff recruitment and training
- Financial management of EFL
- Income generation
- Administration

Volunteers are sourced from local churches and other organisations, including schools and colleges and through recruitment by existing volunteers.

Public benefit.

The trustees have complied with the duty to have due regard to the Charity Commission for Northern

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2023

Ireland's statutory guidance on the public benefit requirement issued under the Charities Act (NI) 2008. The trustees believe that the charitable company provides a public benefit in a number of ways through the undertaking of a range of projects.

Strategic report

The following sections for achievements and performance and financial review form the strategic report of the charity.

Achievements and performance

In 2022/2023, the fifth year of operation:

1. 4 Meetings of Trustees during the year
2. 2 Meetings of Sub-Committees during the year
3. Monthly Leadership meetings during the year
4. 5 Child Protection training sessions held for new volunteers.
5. 46 new volunteers recruited
6. 125 active volunteers working in schools end of Academic year 2023 with 12 more recruited in July but not in schools
7. Number of partner schools increased to 23
8. Reading and play resources provided to each new and existing Teams
9. 8 schools receiving free tennis coaching involving 2 tennis coaches and 5 volunteers.
10. Regular contact maintained with all Head Teachers
11. Regular contact maintained with all Volunteer Tutors
12. 5 Training and celebration sessions held with Volunteers Tutors and Team Leaders, lunch included
13. Contact made via weekly Zoom prayer meetings
14. 5 Prayer events including 2 Prayer Weeks held during the year
15. Total number of supporting Prayer Partners 242 plus 125 Praying Volunteer Tutors
16. Supported local 'Oasis Food Bank' with significant donations from tutors and Prayer Partners
17. Partnership with St Mathews in their Winter Coat appeal, excellent response
18. Website relaunched
19. Facebook and Twitter accounts relaunched with regular posts
20. 3 Inspire Days hosted in Greater Shankill Schools involving 850 children
21. Partnerships developed with over 30 businesses and individuals who assisted at the Inspire Days

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2023

Financial review

The results for the year are set out on pages 12 to 13

The charitable company incurred a deficit for the year of £90,508 (2022: surplus £51,039), of which £5,534 (2022:£12,132) was restricted.

Reserves policy

The charitable company's ongoing policy is to retain a minimum level of reserves which matches the needs of the organisation both at the current time and in the foreseeable future. The trustees will strive to maintain reserves in the future sufficient to meet statutory obligations, committed expenditure, core salaries and running costs for a period equivalent to 3-6 months annual expenditure.

The charitable company will continue to monitor compliance with this policy on a regular basis and the Board will review the appropriateness of the policy annually.

In addition to this minimum level of reserves, Equipping for Life Ltd aspires to build reserves for the purposes of strategic growth and development in line with its Operational Plan as summarised under "Plans for the future".

Free reserves are those unrestricted reserves not designated, nor invested in fixed assets, which are available for general use and which can be designated for the future developments. At 31 July 2023 their level was £24,936 (2022:£203,531). Three to six months' core salaries and running costs and statutory redundancy liabilities would equate to approximately £28,858-£57,716 (2022:£20,314-£40,658).

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2023

Plans for future periods

Objectives:

1. Aim: To develop and refine volunteer enabled initiatives, that have measurable outputs and outcomes, and are delivered, in partnership with schools, churches and communities in North and West Belfast.

- 1.1 Greater Shankill collective approach to EFL volunteer led educational support
- 1.2 Further develop literacy support in primary schools
- 1.3 Explore further appropriate employability support for local primary schools
- 1.4 Pilot and develop a whole school partnership model
- 1.5 Explore and pilot community education initiatives in partnership with local groups and organisations

2. Aim: To explore the possibility and then expand into other areas, towns and cities through the application of tried and tested volunteer enabled initiatives, in partnership with schools, churches and communities.

- 2.1 Continue to develop links with schools in Lisburn, East Belfast and Carrickfergus to enable strong and stable partnerships to be established
- 2.2 Increase the number of volunteer teams in the development areas
- 2.3 Refine the recruitment, training and support procedures to enable new teams to provide more effective mentoring in schools

3. Aim: To research and identify new opportunities, partnerships and initiatives through which volunteer teams can assist young people, their families and their communities be equipped, empowered and revitalised.

- 3.1 Identify opportunities to work in partnership with schools, businesses and individuals to empower primary aged children to develop into caring and effective adults
- 3.3 Build on the work done through the Inspire Days to enable schools to continue to develop their careers provision and education

4. Aim: To enable sound governance, finance, administration and further development

- 4.1 Effective governance of EFL
- 4.2 Organisational handbook of required legal and operational related policies and procedures
- 4.3 Effective internal and external communications
- 4.4 Effective marketing /PR/media plan
- 4.5 Effective volunteer recruitment and management
- 4.6 Effective staff and volunteer training plan
- 4.7 Effective financial management of EFL
- 4.8 Effective income generation strategy
- 4.9 Effective administration of EFL
- 4.10 Further development of EFL planned and modelled effectively
- 4.11 Effective management of liaison with EFL centres

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2023

The trustees' annual report and the strategic report were approved on 27 February 2024 and signed on behalf of the board of trustees by:



Rev David Jardine (Founding Director)
Trustee



Rachel Swift (Treasurer)
Trustee

Equipping For Life Ltd

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Equipping For Life Ltd

Year ended 31 July 2023

I report to the trustees on my examination of the financial statements of Equipping For Life Ltd ('the charity') for the year ended 31 July 2023.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of Charities Act (Northern Ireland) 2008 (the '2008 Act') and the Companies Act 2006 ('the 2006 Act'). You are satisfied that the accounts of the company are not required by charity or company law to be audited and have chosen instead to have an independent examination.

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements as carried out under section 65 of the 2008 Act. In carrying out my examination I have followed the general Directions given by the Charity Commission for Northern Ireland under section 65(9)(b) of the 2008 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with my examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act 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
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Equipping For Life Ltd

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Equipping For Life Ltd
(continued)

Year ended 31 July 2023

I confirm that there are no other matters to which your attention should be drawn to enable a proper understanding of the accounts to be reached.



Finegan Gibson Ltd
Independent Examiner

Causeway Tower
9 James Street South
Belfast
BT2 8DN

27 February 2024

Equipping For Life Ltd

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 July 2023

		2023	2022		
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	5	19,276	–	19,276	132,251
Charitable activities	6	207	5,000	5,207	–
Investment income	7	–	–	–	44
Total income		<u>19,483</u>	<u>5,000</u>	<u>24,483</u>	<u>132,295</u>
Expenditure					
Expenditure on charitable activities	8,9	(99,457)	(15,534)	(114,991)	(81,256)
Total expenditure		<u>(99,457)</u>	<u>(15,534)</u>	<u>(114,991)</u>	<u>(81,256)</u>
Net (expenditure)/income and net movement in funds					
		<u>(79,974)</u>	<u>(10,534)</u>	<u>(90,508)</u>	<u>51,039</u>
Reconciliation of funds					
Total funds brought forward		<u>206,430</u>	<u>13,040</u>	<u>219,470</u>	<u>168,431</u>
Total funds carried forward		<u>126,456</u>	<u>2,506</u>	<u>128,962</u>	<u>219,470</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 15 to 25 form part of these financial statements.

Equipping For Life Ltd
Company Limited by Guarantee
Statement of Financial Position
31 July 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible fixed assets	15	1,520	2,839
Current assets			
Debtors	16	120	440
Cash at bank and in hand		153,011	219,836
		<u>153,131</u>	<u>220,276</u>
Creditors: amounts falling due within one year	17	<u>25,689</u>	<u>3,645</u>
Net current assets		<u>127,442</u>	<u>216,631</u>
Total assets less current liabilities		<u>128,962</u>	<u>219,470</u>
Net assets		<u>128,962</u>	<u>219,470</u>
Funds of the charity			
Restricted funds		2,506	13,040
Unrestricted funds		<u>126,456</u>	<u>206,430</u>
Total charity funds	19	<u>128,962</u>	<u>219,470</u>

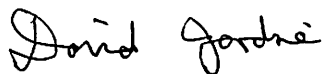
For the year ending 31 July 2023 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 27 February 2024, and are signed on behalf of the board by:



Rev David Jardine (Founding Director)
Trustee



Rachel Swift (Treasurer)
Trustee

The notes on pages 15 to 25 form part of these financial statements.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 July 2023

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in Northern Ireland and a registered charity in Northern Ireland. The address of the registered office is 9c Argyle Business Centre, North Howard Street, Belfast, BT13 2AP.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical judgements in applying the entity's accounting policies - There are no critical judgements in applying the charitable company's accounting policies. Critical accounting estimates and assumptions - There are no critical accounting estimates and assumptions.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

3. Accounting policies *(continued)*

Tangible assets *(continued)*

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Equipment - 25% straight line

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

3. Accounting policies *(continued)*

Financial instruments *(continued)*

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

Equipping for Life is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Donations			
Donations	10,276	–	10,276
Ardbarron Trust	9,000	–	9,000
Donibristle Trust- Tennis	–	–	–
Ulster Garden Villages	–	–	–
	<u>19,276</u>	<u>–</u>	<u>19,276</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations			
Donations	7,151	1,100	8,251
Ardbarron Trust	9,000	–	9,000
Donibristle Trust- Tennis	85,000	20,000	105,000
Ulster Garden Villages	10,000	–	10,000
	<u>111,151</u>	<u>21,100</u>	<u>132,251</u>

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Ulster Garden Villages	–	5,000	5,000
Sundry	207	–	207
	<u>207</u>	<u>5,000</u>	<u>5,207</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Ulster Garden Villages	–	–	–
Sundry	–	–	–
	<u>–</u>	<u>–</u>	<u>–</u>

7. Investment income

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
Income from investments	–	–	44	44
	<u>–</u>	<u>–</u>	<u>44</u>	<u>44</u>

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

8. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Charitable activities	27,648	–	27,648
Support costs	71,809	15,534	87,343
	<u>99,457</u>	<u>15,534</u>	<u>114,991</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Charitable activities	2,539	8,968	11,507
Support costs	69,749	–	69,749
	<u>72,288</u>	<u>8,968</u>	<u>81,256</u>

9. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	Total funds 2023 £	Total fund 2022 £
Charitable activities	27,648	85,531	113,179	80,056
Governance costs	–	1,812	1,812	1,200
	<u>27,648</u>	<u>87,343</u>	<u>114,991</u>	<u>81,256</u>

10. Analysis of support costs

	Analysis of support costs activity 1 £	Total 2023 £	Total 2022 £
Staff costs	69,780	69,780	51,684
Premises	4,984	4,984	4,822
General office	5,846	5,846	4,680
Finance costs	1,364	1,364	1,363
Governance costs	5,861	5,861	7,200
	<u>87,835</u>	<u>87,835</u>	<u>69,749</u>

11. Net (expenditure)/income

Net (expenditure)/income is stated after charging/(crediting):

	2023 £	2022 £
Depreciation of tangible fixed assets	<u>1,319</u>	<u>1,319</u>

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

12. Independent examination fees

	2023	2022
	£	£
Fees payable to the independent examiner for: Independent examination of the financial statements	1,440	1,200

13. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2023	2022
	£	£
Wages and salaries	69,201	51,388
Employer contributions to pension plans	579	296
	<u>69,780</u>	<u>51,684</u>

The average head count of employees during the year was 4 (2022: 3). The average number of employees during the year is analysed as follows:

	2023	2022
	No.	No.
Part time equivalent	<u>4</u>	<u>3</u>

No employee received employee benefits of more than £60,000 during the year (2022: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £36,654 (2022:£34,632).

14. Trustee remuneration and expenses

As a member of the Society of Saint Francis, Brother David Jardine (founder and trustee of Equipping for Life Ltd) has taken a vow of poverty and is not in receipt of a salary. He is paid expenses by Equipping for Life Ltd and in the year ended 31 July 2023 received £139 (2022:£0), £0 of which was from restricted received from this purpose (2022: £0).

With these exceptions, there were no trustees' remuneration, benefits or expenses for the year ended 31 July 2023 and no trustee received payment for professional or other services supplied to the charitable company in the period.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

15. Tangible fixed assets

	Equipment £
Cost	
At 1 August 2022 and 31 July 2023	5,275
Depreciation	
At 1 August 2022	2,436
Charge for the year	1,319
At 31 July 2023	<u>3,755</u>
Carrying amount	
At 31 July 2023	1,520
At 31 July 2022	<u>2,839</u>

16. Debtors

	2023 £	2022 £
Prepayments and accrued income	120	–
Other debtors	–	440
	<u>120</u>	<u>440</u>

17. Creditors: amounts falling due within one year

	2023 £	2022 £
Accruals and deferred income	24,820	2,895
Social security and other taxes	869	750
	<u>25,689</u>	<u>3,645</u>

18. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £579 (2022: £296).

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

19. Analysis of charitable funds

Unrestricted funds

	At 1 August 202 2	Income £	Expenditure £	Transfers £	At 31 July 2023 £
General funds	156,430	19,483	(99,457)	(50,000)	26,456
Designated Funds	50,000	–	–	50,000	100,000
	<u>206,430</u>	<u>19,483</u>	<u>(99,457)</u>	<u>–</u>	<u>126,456</u>

	At 1 August 202 1	Income £	Expenditure £	Transfers £	At 31 July 2022 £
General funds	142,523	111,195	(72,288)	(25,000)	156,430
Designated Funds	25,000	–	–	25,000	50,000
	<u>167,523</u>	<u>111,195</u>	<u>(72,288)</u>	<u>–</u>	<u>206,430</u>

The Reading Programme is the core aspect of Equipping for Life's work in the community. Over the past 18 months the number of schools partnering with EfL has almost trebled, with nearly 250 children per week having 30-minute sessions with our Volunteer Tutors. These sessions offer invaluable opportunities for one-to-one reading and mentoring support to the children. £50,000 has been designated to enable the Reading Programme to continue this year.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

19. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 August 202 2	Income £	Expenditure £	Transfers £	At 31 July 2023 £
Ardbarron Trust- books	–	–	–	–	–
Various- Parents' food hampers	621	–	–	–	621
Dephne Hewitt- Tennis	–	–	–	–	–
Donibristle Trust- Tennis	12,419	–	(10,534)	–	1,885
Ulster Garden Villages- salaries & rent	–	5,000	(5,000)	–	–
	<u>13,040</u>	<u>5,000</u>	<u>(15,534)</u>	<u>–</u>	<u>2,506</u>

	At 1 August 202 1	Income £	Expenditure £	Transfers £	At 31 July 2022 £
Ardbarron Trust- books	287	100	(387)	–	–
Various- Parents' food hampers	621	–	–	–	621
Dephne Hewitt- Tennis	–	1,000	(1,000)	–	–
Donibristle Trust- Tennis	–	20,000	(7,581)	–	12,419
Ulster Garden Villages- salaries & rent	–	–	–	–	–
	<u>908</u>	<u>21,100</u>	<u>(8,968)</u>	<u>–</u>	<u>13,040</u>

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

20. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Tangible fixed assets	1,520	–	1,520
Current assets	145,625	7,506	153,131
Creditors less than 1 year	(25,689)	–	(25,689)
Net assets	121,456	7,506	128,962

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Tangible fixed assets	2,839	–	2,839
Current assets	207,236	13,040	220,276
Creditors less than 1 year	(3,645)	–	(3,645)
Net assets	206,430	13,040	219,470

21. *Non-exchange transactions*

The charitable company benefits from the contribution of unpaid volunteers, including Volunteer Tutors. Their contribution is not accounted for due to the lack of a reliable basis of measurement. The tutors' training is provided internally, supplemented by training provided free of charge by NICVA and churches.

The charitable company also benefits from the ongoing maintenance of its website by Alan Graham, a volunteer who has gained some experience in this area.

Equipping For Life Ltd
Company Limited by Guarantee
Management Information
Year ended 31 July 2023

The following pages do not form part of the financial statements.

Equipping For Life Ltd

Company Limited by Guarantee

Detailed Statement of Financial Activities

Year ended 31 July 2023

	2023 £	2022 £
Income and endowments		
Donations and legacies		
Donations	10,276	8,251
Ardbarron Trust	9,000	9,000
Donibristle Trust- Tennis	–	105,000
Ulster Garden Villages	–	10,000
	<u>19,276</u>	<u>132,251</u>
Charitable activities		
Ulster Garden Villages	5,000	–
Sundry	207	–
	<u>5,207</u>	<u>–</u>
Investment income		
Income from investments	–	44
	<u>–</u>	<u>44</u>
Total income	<u>24,483</u>	<u>132,295</u>

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Detailed Statement of Financial Activities

Year ended 31 July 2023

	2023 £	2022 £
Expenditure on charitable activities		
Charitable activities		
<i>Activities undertaken directly</i>		
Activity costs - restricted tennis	10,459	8,581
Activity costs - restricted	–	1,008
Activity costs - unrestricted	11,445	1,918
Brother David expenses	139	–
Marketing, Publicity and Fundraising	5,253	–
Staff expenses	352	–
	<u>27,648</u>	<u>11,507</u>
<i>Support costs</i>		
Salaries and pension	69,201	51,388
Pension costs	579	296
Rent	3,570	3,570
Heat & Light	460	469
Subscriptions	810	190
Insurance	624	603
Printing and Stationery	484	1,064
Postage	851	215
Office equipment	796	1,502
General expenses	1,512	573
Governance costs	49	–
Telephone	661	868
Bank charges	45	43
Depreciation	1,319	1,319
Consultancy fees	4,000	6,000
Training	–	233
Broadband	240	36
Repairs and Maintenance	330	180
	<u>85,531</u>	<u>68,549</u>
Governance costs		
Governance costs - accountancy fees	<u>1,812</u>	<u>1,200</u>
	<u>114,991</u>	<u>81,256</u>

Equipping for Life Ltd

Northern Ireland - Charity number 108041

Annual return

COMPANY REGISTRATION NUMBER: NI654291
CHARITY REGISTRATION NUMBER: NIC108041

Equipping For Life Ltd
Company Limited by Guarantee
Unaudited Financial Statements
31 July 2023

Finegan Gibson Ltd
Chartered accountants
Causeway Tower
9 James Street South
Belfast
BT2 8DN

Equipping For Life Ltd
Company Limited by Guarantee
Financial Statements
Year ended 31 July 2023

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Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 July 2023

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 July 2023.

Chair's report

This report covers our fifth year of operation.

Our ongoing partnership with local Primary Schools continues to grow and flourish with Equipping for Life providing help with reading, tennis coaching and careers education (Inspire). We work in many areas where deprivation has affected both achievement and aspiration and we partner with local schools to provide the best possible service to the children the schools consider would benefit most from the work. Equipping for Life endeavours to provide as much support to the schools as possible and our relationships with them are based on supportive and mutually agreed objectives. The children we work with in our Reading Programme benefit from development of their reading skills and also from spending time on a one-to-one basis with dedicated volunteer tutors. This year we provided extensive reading and play resources to each of our volunteer teams as well as appropriate training for using the resources. Research shows that there are many benefits for reading for children:

- Are more likely to overcome disadvantage caused by inequalities.
- Are more likely to be happier, healthier and experience better mental wellbeing and self-esteem.
- Are more likely to do better at school and make more progress across the curriculum.
- Are more likely to develop empathy and creativity.

The quality, experience and dedication of our volunteers are the main reasons why the work of Equipping for Life is valued by our partner schools. Our 130+ volunteers are recruited from churches and, increasingly, from word of mouth through our volunteer community and through the work of Brother David. This year we have revamped our recruitment and training procedures which has improved the induction experience of the new volunteers. During the year we were audited by AccessNI and our procedures were commended as being not only fit for purpose, but being exemplary. This is testament to the due diligence of Pat Hutchinson, Office Manager and Jennifer Dwyer, Volunteer Office Administrator.

We continue to expand into different areas and primary schools. During the year we increased the number of partner schools to 23 and included one in North Belfast, two in East Belfast, four new schools in South Antrim, two in Banbridge, three in Lisburn and one in Downpatrick. We have plans for further partnerships in the coming year including in North Belfast, Lisburn, South Antrim, Mid-Antrim and East Belfast.

The staffing contingent did not change throughout the year, and we continue to operate with 2.1 FTE.

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2023

Bro David, Equipping for Life's Founder, continues to pray for and support the work of EFL through his involvement as a Trustee, recruitment of volunteers and donors. During the year Tommy Stewart decided to resign from his role as a paid consultant for Equipping for Life and was elected as a new Trustee. The Board of Trustees is very grateful for his considerable contribution to the establishment and subsequent success of EFL.

During the year we relaunched our website www.equippingforlife.org.uk and social media platforms (X, @Equipping4Life & Facebook, EquippingforLifeNI). For the first four years of EFL's existence, Alan Graham managed the website as a dedicated volunteer. We are indebted to Alan for his hard work and creativity over the years which enabled the work of the volunteers to be publicised and celebrated.

Our fundraising activities continued successfully. We require financial assistance to pay for staffing, office facilities, ministries and for general administrative overheads. We are indebted to a number of individual donors and to trusts, who are acknowledged later in this report. This year we also introduced a new donation facility, Stewardship, which provides a quick and uncomplicated online platform for individuals to give to the work of EFL.

The Reading Programme is the main outreach in Primary Schools and involves nearly 300 children. Over the last two years we have also developed the Tennis programme on the Shankill Road which involves introducing the children in eight Primary Schools to the sport of tennis. Our Tennis Coaches and volunteers rotate around the schools throughout the year and provide basic tennis coaching. The qualitative evaluation by the school Principals remains overwhelmingly positive.

Inspire, Equipping for Life's most recent innovative programme, established in September 2022, has the vision of inspiring the children of the Shankill to unlock their enormous potential and help shape their future working lives. For the 2022/23 programme we involved over 850 children with our inaugural events at Wheatfield, Forth River and Glenwood Primary Schools. These events were only possible because of the help and support of several businesses and individuals who gave so generously of their time and expertise. Our hope is that a seed will be planted in the lives of these young children, the next generation on the Shankill Road, and that these seeds will come to fruition as the children progress in life to achieve their full potential.

Finally, I wish to thank our Board members for their valuable input and assistance. The Trustees continue to endeavour to provide good governance to the staff and volunteers of Equipping for Life.

Gordon Bell
Chairperson
Equipping for Life Ltd

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2023

Reference and administrative details

Registered charity name Equipping For Life Ltd
Charity registration number NIC108041
Company registration number NI654291
Principal office and registered office 9c Argyle Business Centre
North Howard Street
Belfast
BT13 2AP

The trustees

Patricia Hutchinson (Secretary)
Gordon Bell (Chairperson)
Dr Lavinia Boyce
Rev Colin James Duncan
Rev David Jardine (Founding
Director)
Suzanne Elizabeth Rebecca
McLean
Rachel Swift (Treasurer)
Thomas John Stewart (Appointed 3 July 2023)

Independent examiner Finegan Gibson Ltd
Causeway Tower
9 James Street South
Belfast
BT2 8DN

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2023

Structure, governance and management

Governing document

The charity is a company limited by guarantee incorporated in the UK and registered in Northern Ireland and governed by a Memorandum and Articles of Association. The charitable company does not have share capital. The liability of each member is limited to an amount not exceeding £1 in the event of a winding up. The charity's registered office is given in the Reference and Administrative Details section of the Trustees' Report.

Governance of the charitable company

During the period under review the trustees met 5 times, usually at bi-monthly intervals. Trustees/directors are appointed by nominations, made in writing by any existing trustee. Nominated trustees are appointed by election by existing trustees. The trustees have overall responsibility for the organisation and for directing its activity, ensuring the charitable company is well run and delivering the outcomes for which it has been set up. Rachel Swift has been Honorary Treasurer since 7 September 2021. Pat Hutchinson has been Honorary Secretary since 15 March 2022. Audrey Curry was appointed Director of Equipping for Life on 1 October 2021. Audrey is responsible for the management of the organisation, reporting to the Board at each meeting. Professional advice is provided by Thomas Stewart.

Related parties

All trustees and senior staff complete a conflict of interest register annually in respect of potential transactions between Equipping for Life Ltd and its connected parties.

Pay policy for senior staff

The pay of senior staff is reviewed annually. In view of the nature of the charitable company, the trustees benchmark against pay levels in other community organisations working within the sector.

The trustees (who are also directors of Equipping for Life Ltd for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (UK GAAP).

Company law requires the directors 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 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: 1. select suitable accounting policies and then apply them consistently; 2. observe the methods and principles in the Charities SORP 2019 (FRS102); 3. make judgements and accounting estimates that are reasonable and prudent; 4. state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and 5. prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2023

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.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the company's website.

Independent examiner

Finegan and Gibson were appointed as Accountants.

Small company provisions

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2023

Objectives and activities

Vision: Young people and families equipped and empowered; communities revitalised.

Mission: To equip people so they can fulfil their potential.

Values: Faith, Integrity, Equality, Commitment and Hope.

The charitable company's legal objects as set out in its governing document (Articles of Association) are:

- The prevention or relief of poverty;
- The advancement of education; and
- The advancement of religion.

Its aims are:

1. To develop and refine volunteer enabled initiatives, that have measurable outputs and outcomes, and are delivered, in partnership with schools, churches and communities in North and West Belfast;
2. To explore the possibility and then expand into other areas, towns and cities through the application of tried and tested volunteer enabled initiatives, in partnership with schools, churches and communities;
3. To research and identify new opportunities, partnerships and initiatives through which volunteer teams can assist young people, their families and their communities be equipped, empowered and revitalised; and
4. To enable sound governance, finance, administration and further development. Main Activities, Projects, Services:

- Promotion of EFL
- Recruitment of volunteers
- Access NI checking of volunteers
- Training of volunteers
- Placing volunteers in schools
- Volunteer management
- Volunteer evaluation
- Pilot employability support, in partnership with training organisations- Identify opportunities to work in partnership with community cohesion initiatives- Governance of EFL
- Internal and external communications
- Staff recruitment and training
- Financial management of EFL
- Income generation
- Administration

Volunteers are sourced from local churches and other organisations, including schools and colleges and through recruitment by existing volunteers.

Public benefit.

The trustees have complied with the duty to have due regard to the Charity Commission for Northern

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2023

Ireland's statutory guidance on the public benefit requirement issued under the Charities Act (NI) 2008. The trustees believe that the charitable company provides a public benefit in a number of ways through the undertaking of a range of projects.

Strategic report

The following sections for achievements and performance and financial review form the strategic report of the charity.

Achievements and performance

In 2022/2023, the fifth year of operation:

1. 4 Meetings of Trustees during the year
2. 2 Meetings of Sub-Committees during the year
3. Monthly Leadership meetings during the year
4. 5 Child Protection training sessions held for new volunteers.
5. 46 new volunteers recruited
6. 125 active volunteers working in schools end of Academic year 2023 with 12 more recruited in July but not in schools
7. Number of partner schools increased to 23
8. Reading and play resources provided to each new and existing Teams
9. 8 schools receiving free tennis coaching involving 2 tennis coaches and 5 volunteers.
10. Regular contact maintained with all Head Teachers
11. Regular contact maintained with all Volunteer Tutors
12. 5 Training and celebration sessions held with Volunteers Tutors and Team Leaders, lunch included
13. Contact made via weekly Zoom prayer meetings
14. 5 Prayer events including 2 Prayer Weeks held during the year
15. Total number of supporting Prayer Partners 242 plus 125 Praying Volunteer Tutors
16. Supported local 'Oasis Food Bank' with significant donations from tutors and Prayer Partners
17. Partnership with St Mathews in their Winter Coat appeal, excellent response
18. Website relaunched
19. Facebook and Twitter accounts relaunched with regular posts
20. 3 Inspire Days hosted in Greater Shankill Schools involving 850 children
21. Partnerships developed with over 30 businesses and individuals who assisted at the Inspire Days

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2023

Financial review

The results for the year are set out on pages 12 to 13

The charitable company incurred a deficit for the year of £90,508 (2022: surplus £51,039), of which £5,534 (2022:£12,132) was restricted.

Reserves policy

The charitable company's ongoing policy is to retain a minimum level of reserves which matches the needs of the organisation both at the current time and in the foreseeable future. The trustees will strive to maintain reserves in the future sufficient to meet statutory obligations, committed expenditure, core salaries and running costs for a period equivalent to 3-6 months annual expenditure.

The charitable company will continue to monitor compliance with this policy on a regular basis and the Board will review the appropriateness of the policy annually.

In addition to this minimum level of reserves, Equipping for Life Ltd aspires to build reserves for the purposes of strategic growth and development in line with its Operational Plan as summarised under "Plans for the future".

Free reserves are those unrestricted reserves not designated, nor invested in fixed assets, which are available for general use and which can be designated for the future developments. At 31 July 2023 their level was £24,936 (2022:£203,531). Three to six months' core salaries and running costs and statutory redundancy liabilities would equate to approximately £28,858-£57,716 (2022:£20,314-£40,658).

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2023

Plans for future periods

Objectives:

1. Aim: To develop and refine volunteer enabled initiatives, that have measurable outputs and outcomes, and are delivered, in partnership with schools, churches and communities in North and West Belfast.

- 1.1 Greater Shankill collective approach to EFL volunteer led educational support
- 1.2 Further develop literacy support in primary schools
- 1.3 Explore further appropriate employability support for local primary schools
- 1.4 Pilot and develop a whole school partnership model
- 1.5 Explore and pilot community education initiatives in partnership with local groups and organisations

2. Aim: To explore the possibility and then expand into other areas, towns and cities through the application of tried and tested volunteer enabled initiatives, in partnership with schools, churches and communities.

- 2.1 Continue to develop links with schools in Lisburn, East Belfast and Carrickfergus to enable strong and stable partnerships to be established
- 2.2 Increase the number of volunteer teams in the development areas
- 2.3 Refine the recruitment, training and support procedures to enable new teams to provide more effective mentoring in schools

3. Aim: To research and identify new opportunities, partnerships and initiatives through which volunteer teams can assist young people, their families and their communities be equipped, empowered and revitalised.

- 3.1 Identify opportunities to work in partnership with schools, businesses and individuals to empower primary aged children to develop into caring and effective adults
- 3.3 Build on the work done through the Inspire Days to enable schools to continue to develop their careers provision and education

4. Aim: To enable sound governance, finance, administration and further development

- 4.1 Effective governance of EFL
- 4.2 Organisational handbook of required legal and operational related policies and procedures
- 4.3 Effective internal and external communications
- 4.4 Effective marketing /PR/media plan
- 4.5 Effective volunteer recruitment and management
- 4.6 Effective staff and volunteer training plan
- 4.7 Effective financial management of EFL
- 4.8 Effective income generation strategy
- 4.9 Effective administration of EFL
- 4.10 Further development of EFL planned and modelled effectively
- 4.11 Effective management of liaison with EFL centres

Equipping For Life Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2023

The trustees' annual report and the strategic report were approved on 27 February 2024 and signed on behalf of the board of trustees by:



Rev David Jardine (Founding Director)
Trustee



Rachel Swift (Treasurer)
Trustee

Equipping For Life Ltd

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Equipping For Life Ltd

Year ended 31 July 2023

I report to the trustees on my examination of the financial statements of Equipping For Life Ltd ('the charity') for the year ended 31 July 2023.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of Charities Act (Northern Ireland) 2008 (the '2008 Act') and the Companies Act 2006 ('the 2006 Act'). You are satisfied that the accounts of the company are not required by charity or company law to be audited and have chosen instead to have an independent examination.

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements as carried out under section 65 of the 2008 Act. In carrying out my examination I have followed the general Directions given by the Charity Commission for Northern Ireland under section 65(9)(b) of the 2008 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with my examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act 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
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Equipping For Life Ltd

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Equipping For Life Ltd
(continued)

Year ended 31 July 2023

I confirm that there are no other matters to which your attention should be drawn to enable a proper understanding of the accounts to be reached.



Finegan Gibson Ltd
Independent Examiner

Causeway Tower
9 James Street South
Belfast
BT2 8DN

27 February 2024

Equipping For Life Ltd

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 July 2023

		2023	2022		
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	5	19,276	–	19,276	132,251
Charitable activities	6	207	5,000	5,207	–
Investment income	7	–	–	–	44
Total income		<u>19,483</u>	<u>5,000</u>	<u>24,483</u>	<u>132,295</u>
Expenditure					
Expenditure on charitable activities	8,9	(99,457)	(15,534)	(114,991)	(81,256)
Total expenditure		<u>(99,457)</u>	<u>(15,534)</u>	<u>(114,991)</u>	<u>(81,256)</u>
Net (expenditure)/income and net movement in funds		<u>(79,974)</u>	<u>(10,534)</u>	<u>(90,508)</u>	<u>51,039</u>
Reconciliation of funds					
Total funds brought forward		<u>206,430</u>	<u>13,040</u>	<u>219,470</u>	<u>168,431</u>
Total funds carried forward		<u>126,456</u>	<u>2,506</u>	<u>128,962</u>	<u>219,470</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 15 to 25 form part of these financial statements.

Equipping For Life Ltd
Company Limited by Guarantee
Statement of Financial Position
31 July 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible fixed assets	15	1,520	2,839
Current assets			
Debtors	16	120	440
Cash at bank and in hand		153,011	219,836
		<u>153,131</u>	<u>220,276</u>
Creditors: amounts falling due within one year	17	<u>25,689</u>	<u>3,645</u>
Net current assets		<u>127,442</u>	<u>216,631</u>
Total assets less current liabilities		<u>128,962</u>	<u>219,470</u>
Net assets		<u>128,962</u>	<u>219,470</u>
Funds of the charity			
Restricted funds		2,506	13,040
Unrestricted funds		<u>126,456</u>	<u>206,430</u>
Total charity funds	19	<u>128,962</u>	<u>219,470</u>

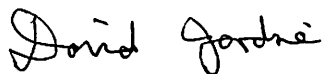
For the year ending 31 July 2023 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 27 February 2024, and are signed on behalf of the board by:



Rev David Jardine (Founding Director)
Trustee



Rachel Swift (Treasurer)
Trustee

The notes on pages 15 to 25 form part of these financial statements.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 July 2023

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in Northern Ireland and a registered charity in Northern Ireland. The address of the registered office is 9c Argyle Business Centre, North Howard Street, Belfast, BT13 2AP.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical judgements in applying the entity's accounting policies - There are no critical judgements in applying the charitable company's accounting policies. Critical accounting estimates and assumptions - There are no critical accounting estimates and assumptions.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

3. Accounting policies *(continued)*

Tangible assets *(continued)*

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Equipment - 25% straight line

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

3. Accounting policies *(continued)*

Financial instruments *(continued)*

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

Equipping for Life is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Donations			
Donations	10,276	–	10,276
Ardbarron Trust	9,000	–	9,000
Donibristle Trust- Tennis	–	–	–
Ulster Garden Villages	–	–	–
	<u>19,276</u>	<u>–</u>	<u>19,276</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations			
Donations	7,151	1,100	8,251
Ardbarron Trust	9,000	–	9,000
Donibristle Trust- Tennis	85,000	20,000	105,000
Ulster Garden Villages	10,000	–	10,000
	<u>111,151</u>	<u>21,100</u>	<u>132,251</u>

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Ulster Garden Villages	–	5,000	5,000
Sundry	207	–	207
	<u>207</u>	<u>5,000</u>	<u>5,207</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Ulster Garden Villages	–	–	–
Sundry	–	–	–
	<u>–</u>	<u>–</u>	<u>–</u>

7. Investment income

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
Income from investments	–	–	44	44
	<u>–</u>	<u>–</u>	<u>44</u>	<u>44</u>

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

8. Expenditure on charitable activities by fund type

	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	2023
			£
Charitable activities	27,648	–	27,648
Support costs	71,809	15,534	87,343
	<u>99,457</u>	<u>15,534</u>	<u>114,991</u>

	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	2022
			£
Charitable activities	2,539	8,968	11,507
Support costs	69,749	–	69,749
	<u>72,288</u>	<u>8,968</u>	<u>81,256</u>

9. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	Total funds	Total fund
	£	£	2023	2022
			£	£
Charitable activities	27,648	85,531	113,179	80,056
Governance costs	–	1,812	1,812	1,200
	<u>27,648</u>	<u>87,343</u>	<u>114,991</u>	<u>81,256</u>

10. Analysis of support costs

	Analysis of support costs activity 1	Total 2023	Total 2022
	£	£	£
Staff costs	69,780	69,780	51,684
Premises	4,984	4,984	4,822
General office	5,846	5,846	4,680
Finance costs	1,364	1,364	1,363
Governance costs	5,861	5,861	7,200
	<u>87,835</u>	<u>87,835</u>	<u>69,749</u>

11. Net (expenditure)/income

Net (expenditure)/income is stated after charging/(crediting):

	2023	2022
	£	£
Depreciation of tangible fixed assets	<u>1,319</u>	<u>1,319</u>

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

12. Independent examination fees

	2023	2022
	£	£
Fees payable to the independent examiner for: Independent examination of the financial statements	1,440	1,200

13. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2023	2022
	£	£
Wages and salaries	69,201	51,388
Employer contributions to pension plans	579	296
	<u>69,780</u>	<u>51,684</u>

The average head count of employees during the year was 4 (2022: 3). The average number of employees during the year is analysed as follows:

	2023	2022
	No.	No.
Part time equivalent	<u>4</u>	<u>3</u>

No employee received employee benefits of more than £60,000 during the year (2022: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £36,654 (2022:£34,632).

14. Trustee remuneration and expenses

As a member of the Society of Saint Francis, Brother David Jardine (founder and trustee of Equipping for Life Ltd) has taken a vow of poverty and is not in receipt of a salary. He is paid expenses by Equipping for Life Ltd and in the year ended 31 July 2023 received £139 (2022:£0), £0 of which was from restricted received from this purpose (2022: £0).

With these exceptions, there were no trustees' remuneration, benefits or expenses for the year ended 31 July 2023 and no trustee received payment for professional or other services supplied to the charitable company in the period.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

15. Tangible fixed assets

	Equipment £
Cost	
At 1 August 2022 and 31 July 2023	5,275
Depreciation	
At 1 August 2022	2,436
Charge for the year	1,319
At 31 July 2023	3,755
Carrying amount	
At 31 July 2023	1,520
At 31 July 2022	2,839

16. Debtors

	2023 £	2022 £
Prepayments and accrued income	120	–
Other debtors	–	440
	<u>120</u>	<u>440</u>

17. Creditors: amounts falling due within one year

	2023 £	2022 £
Accruals and deferred income	24,820	2,895
Social security and other taxes	869	750
	<u>25,689</u>	<u>3,645</u>

18. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £579 (2022: £296).

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

19. Analysis of charitable funds

Unrestricted funds

	At 1 August 202 2	Income £	Expenditure £	Transfers £	At 31 July 2023 £
General funds	156,430	19,483	(99,457)	(50,000)	26,456
Designated Funds	50,000	–	–	50,000	100,000
	<u>206,430</u>	<u>19,483</u>	<u>(99,457)</u>	<u>–</u>	<u>126,456</u>

	At 1 August 202 1	Income £	Expenditure £	Transfers £	At 31 July 2022 £
General funds	142,523	111,195	(72,288)	(25,000)	156,430
Designated Funds	25,000	–	–	25,000	50,000
	<u>167,523</u>	<u>111,195</u>	<u>(72,288)</u>	<u>–</u>	<u>206,430</u>

The Reading Programme is the core aspect of Equipping for Life's work in the community. Over the past 18 months the number of schools partnering with EfL has almost trebled, with nearly 250 children per week having 30-minute sessions with our Volunteer Tutors. These sessions offer invaluable opportunities for one-to-one reading and mentoring support to the children. £50,000 has been designated to enable the Reading Programme to continue this year.

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

19. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 August 202 2	Income £	Expenditure £	Transfers £	At 31 July 2023 £
Ardbarron Trust- books	-	-	-	-	-
Various- Parents' food hampers	621	-	-	-	621
Dephne Hewitt- Tennis	-	-	-	-	-
Donibristle Trust- Tennis	12,419	-	(10,534)	-	1,885
Ulster Garden Villages- salaries & rent	-	5,000	(5,000)	-	-
	<u>13,040</u>	<u>5,000</u>	<u>(15,534)</u>	<u>-</u>	<u>2,506</u>

	At 1 August 202 1	Income £	Expenditure £	Transfers £	At 31 July 2022 £
Ardbarron Trust- books	287	100	(387)	-	-
Various- Parents' food hampers	621	-	-	-	621
Dephne Hewitt- Tennis	-	1,000	(1,000)	-	-
Donibristle Trust- Tennis	-	20,000	(7,581)	-	12,419
Ulster Garden Villages- salaries & rent	-	-	-	-	-
	<u>908</u>	<u>21,100</u>	<u>(8,968)</u>	<u>-</u>	<u>13,040</u>

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

20. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Tangible fixed assets	1,520	–	1,520
Current assets	145,625	7,506	153,131
Creditors less than 1 year	(25,689)	–	(25,689)
Net assets	121,456	7,506	128,962

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Tangible fixed assets	2,839	–	2,839
Current assets	207,236	13,040	220,276
Creditors less than 1 year	(3,645)	–	(3,645)
Net assets	206,430	13,040	219,470

21. *Non-exchange transactions*

The charitable company benefits from the contribution of unpaid volunteers, including Volunteer Tutors. Their contribution is not accounted for due to the lack of a reliable basis of measurement. The tutors' training is provided internally, supplemented by training provided free of charge by NICVA and churches.

The charitable company also benefits from the ongoing maintenance of its website by Alan Graham, a volunteer who has gained some experience in this area.

Equipping For Life Ltd
Company Limited by Guarantee
Management Information
Year ended 31 July 2023

The following pages do not form part of the financial statements.

Equipping For Life Ltd

Company Limited by Guarantee

Detailed Statement of Financial Activities

Year ended 31 July 2023

	2023 £	2022 £
Income and endowments		
Donations and legacies		
Donations	10,276	8,251
Ardbarron Trust	9,000	9,000
Donibristle Trust- Tennis	–	105,000
Ulster Garden Villages	–	10,000
	<u>19,276</u>	<u>132,251</u>
Charitable activities		
Ulster Garden Villages	5,000	–
Sundry	207	–
	<u>5,207</u>	<u>–</u>
Investment income		
Income from investments	–	44
	<u>–</u>	<u>44</u>
Total income	<u>24,483</u>	<u>132,295</u>

Equipping For Life Ltd

Company Limited by Guarantee

Notes to the Detailed Statement of Financial Activities

Year ended 31 July 2023

	2023 £	2022 £
Expenditure on charitable activities		
Charitable activities		
<i>Activities undertaken directly</i>		
Activity costs - restricted tennis	10,459	8,581
Activity costs - restricted	–	1,008
Activity costs - unrestricted	11,445	1,918
Brother David expenses	139	–
Marketing, Publicity and Fundraising	5,253	–
Staff expenses	352	–
	<u>27,648</u>	<u>11,507</u>
<i>Support costs</i>		
Salaries and pension	69,201	51,388
Pension costs	579	296
Rent	3,570	3,570
Heat & Light	460	469
Subscriptions	810	190
Insurance	624	603
Printing and Stationery	484	1,064
Postage	851	215
Office equipment	796	1,502
General expenses	1,512	573
Governance costs	49	–
Telephone	661	868
Bank charges	45	43
Depreciation	1,319	1,319
Consultancy fees	4,000	6,000
Training	–	233
Broadband	240	36
Repairs and Maintenance	330	180
	<u>85,531</u>	<u>68,549</u>
Governance costs		
Governance costs - accountancy fees	<u>1,812</u>	<u>1,200</u>
	<u>114,991</u>	<u>81,256</u>
