ELEVATING SUCCESS UK LTD COMPANY LIMITED BY GUARANTEE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2019



Charity Number 1141070

FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2019

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MEMBERS OF THE BOARD AND PROFESSIONAL ADVISERS

The board of trustees Vanessa Clarke - Chairman

Devon Hobbs - Treasurer

Andrea Beveney Ann-Marie Nicholls

Company secretary Andrea Beveney

Registered office Honor Oak Old Depot

St Norbert Road

London SE24 2EY

Independent examiner Thompson & Co.

Vestry Hall

336 London Road Cricket Green Mitcham CR4 3UD

Bankers Barclays Bank PLC

1 North End Croydon CR9 1RN

HSBC

91 High Street Thornton Heath

Surrey CR7 8XE

TRUSTEES ANNUAL REPORT

YEAR ENDED 31 MARCH 2019

The trustees, who are also Directors for the purposes of the Companies Act, have pleasure in presenting their report and the unaudited financial statements of the charity for the year ended 31 March 2019.

INTRODUCTION

The financial statements have been prepared in accordance with the accounting policies set out on the following pages and comply with the charity's governing documents.

LEGAL STATUS

Elevating Success (the charity) is a registered charity (charity number 1141070) and company limited by guarantee (company number 6435795).

The Trustees of the charity are also members of the charity.

The principal office of the charity is at Honor Oak Old Depot, St Norbert Road, SE24 2EY.

ORGANISATIONAL STRUCTURE

Elevating Success has a Management Committee of five members who meet quarterly and are responsible for the strategic direction and policy of the charity. Over the past year the Committee has grown and now has five members whose varied professional backgrounds complement the work of the charity.

The day-to-day running of Elevating Success rests with the CEO and the Programme Director. They are responsible for ensuring that the charity delivers the services specified, that the operational aspects of the charity are met, and that staff and volunteers are supervised as they carry out their functions within the team.

AIMS & OBJECTIVES

Our charity's purpose as set out in the Objects contained in the company's Memorandum of Association are to:

- 1. To provide a professional, caring, creative and mutually respectful training service
- 2. To offer a professional and dependable service at all times
- 3. To promote and disseminate good practice
- 4. To provide assistance and partnership support to regenerate priority areas and develop sustainable communities

The Elevating Success UK Vision

Our vision is to inspire, motivate and empower people to achieve their full potential, with a particular focus upon supporting those from disadvantaged communities.

TRUSTEES ANNUAL REPORT (continued)

YEAR ENDED 31 MARCH 2019

PUBLIC BENEFIT

Elevating Success UK is a training and personal development charity based in South London with a reach that extends across the capital. Established in November 2007, the organisation has charitable status and works with approximately 1400 individuals per year, consisting of children, young people and adults. Our aim is to support individuals to achieve their full potential. Today we have six delivery areas: Employability Skills, Rehabilitating Officers, Personal Development, Holiday Programmes, Community Development and Event Management.

Our training is free at the point of access with funding sources from a variety of organisations including local and central government, larger charities and a number of social housing providers who see the benefit of empowering their tenants to become economically independent.

Our holiday programmes run every half-term over the last five years. These programmes were created in response to consultations with schools that revealed some children were not exposed to opportunities that could enhance their life outcomes; May it be chances to socialise in a safe environment or experience new activities that challenge them. Over these last five years we've provided activities for over 500 young people.

Our work with offending communities has seen us work with Lewisham Youth Offending Services for five years and the London Probation Trust (now CRC) for four years. Our aim is to engage, educate and support individuals to make life choices that will see them end a cycle of offending. These programmes focus on changing behaviour, as well as providing qualifications that enhance employment prospects.

In the last seven years, we have launched two youth conferences, managed eight events and attracted over 3,500 young people, providing guidance and support on career opportunities as voluntary community roles.

We are aware of the benefit our work brings and the fact that we've been in existence for ten years is testimony to our success of convincing others of the relevance of our work.

LONDON YOUTH BRONZE QUALITY MARK

Elevating Success UK has recently received the London Youth Bronze Award Quality Mark that is only awarded to organisation that show consistency when upholding their policies and procedures in a safe environment under the legal requirements set under current legislation. This mark recognises that our policies and procedures are in place, up-to-date, and ensure we are able to operate legally and in a safe and safe environment.

RESERVES POLICY

The trustees have decided that Elevating Success needs to keep £48,000.00 (the budgeted annual costs of its largest project) in reserves to allow for a year's running costs should the income for that project cease without notice. One year would be needed to run the project whilst other sources of funding were sought.

RISK ASSESSMENT

The trustees have implemented controls and procedures throughout the organisation to minimize external and internal risk. Having assessed the major risks to which the charity is exposed, the trustees are satisfied that systems are in place to manage those risks.

TRUSTEES ANNUAL REPORT (continued)

YEAR ENDED 31 MARCH 2019

CHAIRS' REPORT

Elevating Success UK continues to go from strength to strength and this past year has represented another period of growth. While it has been sad to see the departures of founding members Andrew Brown and Patricia Stevenson, it has been pleasing to see the ongoing successes of the organisation.

Once again, there have been many successes over the past year. From the growth of the Grove Park Youth Club to the launching of the Metropolitan Study Hub, our offerings continue to attract maximum attendance and be beneficial to all clientele.

None of these successes would be possible without our dedicated team, including one new member, as well as our founder, Andrew Brown. We would also like to extend a big thanks to our volunteers and supporters who continue to donate time or money.

We look forward to impacting the lives of many more people in the coming year and, as always, hope to improve and develop as an organisation.

Vanessa Clarke

Chair

ANDREW BROWN - FOUNDER REPORT

The past year has been one of change for Elevating Success UK, with the last founding member, Patricia Stevenson, moving on to new pastures. As founder, I have overseen the transitional period into new leadership as the organisation continues to develop, while working to its expecting high standards.

Over the course of the year, we worked with over 850 individuals, with many of those attending our Grove Park Youth Club, the Metropolitan Study Hub and our Summer Holiday Programmes run in partnership with London & Quadrant, Metropolitan Thames Valley, NLMHA and Youth First.

Over the next year, we aim to continue our current offerings while launching a number of new programmes. We will also continue our development under new leadership, look into recruiting a new CEO, and assemble a new team capable of representing the high standards people have come to expect from Elevating Success UK.

Kind regards **Andrew Brown**Founder

TRUSTEES ANNUAL REPORT (continued)

YEAR ENDED 31 MARCH 2019

THANKS AND ACKNOWLEDGEMENTS

Without our funders and partners, the work we do would not be possible. We would like to offer a huge thanks to all of our partners over the past year and we look forward to working with you all again in the future.

- Awards For All
- Croydon BME Forum
- CCHA
- Clyde Early Childhood Centre
- Easy Fundraising
- Evening Standard Dispossessed Fund
- In Kind Direct
- Lewisham Homes
- Local Giving
- London and Quadrant
- London Community Foundation
- Metropolitan Police
- Metropolitan Housing Trust
- NCS: The Challenge
- North London Muslim Housing Association
- Optivo
- Seetec
- Travis Perkins
- Youth First

Our Volunteers

Thank you to all of our volunteers over the past 12 months, without whom we would not be able to continue to function at the level we do. Each and every volunteer is an important member of the Elevating Success UK family:

Our Valued Trustees

Vanessa Clarke - Chairperson Devon Hobbs - Treasurer Andrea Beveney - Secretary Ann-Marie Nicholls - Trustee John Opara - Trustee

TRUSTEES ANNUAL REPORT (continued)

YEAR ENDED 31 MARCH 2019

REVIEW OF DEVELOPMENTS, ACTIVITIES AND ACHIEVEMENTS

During the 2018/19 financial year, Elevating Success UK ran 16 projects or programmes, working with 875 people. We continued to work in our established areas including Bromley, Croydon, Lewisham, Rotherhithe and North London. From Employability Skills, to Driving Theory, Homework Clubs to gender-specific mentoring, Youth Conferences to Holiday Programmes, we delivered a variety of programmes to people ranging in age from seven-65. We have continued to go from strength to strength this year, emphasised by the amount of individuals who accessed more than one of our programmes during the year. No fewer than 147 individuals participated in more than one programme.

Programmes targeted at young people aged 7-19

- " Youth Club
- " Study Hub
- " Holiday Programmes
- "Theatre Arts Project
- " Fun Days
- " Youth Conference

Programmes offering employment access support

- " On The Road: Driving Theory
- " Employability Skills

THE TRUSTEES

The trustees who served the charity during the period were as follows:

Vanessa Clarke – Chairperson Devon Hobbs – Treasurer Andrea Beveney – Secretary Ann-Marie Nicholls – Trustee John Opara – Trustee

TRUSTEES' RESPONSIBILITIES

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity at the end of the year and of the incoming and outgoing resources for the year then ended.

In preparing those financial statements, the trustees are required to select suitable accounting policies and then apply them consistently, making judgements and estimates that are reasonable and prudent. The trustees must also prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue its activities.

TRUSTEES ANNUAL REPORT (continued)

YEAR ENDED 31 MARCH 2019

TRUSTEES'S RESPONSIBILITIES (continued)

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act. The trustees 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.

SMALL COMPANY PROVISIONS

This report has been prepared in accordance with the special provisions for small Companies Act 2006.

Registered office: Honor Oak Old Depot St Norbert Road London SE24 2EY Signed on behalf of the trustees

Vanessa Clarke

Approved by the trustees on 25 1 1200.

INDEPENDENT EXAMINER'S REPORT TO THE MEMBERS OF ELEVATING SUCCESS UK LTD

YEAR ENDED 31 MARCH 2019

I report on the unaudited accounts of the charity for the year ended 31 March 2019 set out on the following pages

RESPECTIVE RESPONSIBILITIES OF THE TRUSTEES AND THE INDEPENDENT EXAMINER

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act:
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

BASIS OF INDEPENDENT EXAMINER'S REPORT

My examination was carried out in accordance with the general directions given by the Charities Commissioners. An independent examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

INDEPENDENT EXAMINER'S REPORT TO THE MEMBERS OF ELEVATING SUCCESS UK LTD (continued)

YEAR ENDED 31 MARCH 2019

INDEPENDENT EXAMINER'S STATEMENT

In connection with my examination, there was considerable delay to health concerns of the office bookkeeper. As a result, this led to bookkeeping delays, delays in responses to my queries & an amendment of the year-end figures. In addition, the charity is in the process of changing their bookkeeping software with the intention of implementing the new software as soon as possible.

Other than the above, no other matters have come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect the requirements:
 - to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

THOMPSON & CO Independent Examiners Vestry Hall 336-338 London Road Cricket Green Mitcham CR4 3UD

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STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 MARCH 2019

		Unrestricted	Restricted	Total Funds	Total Funds
	Note	Funds £	Funds £	2019 £	2018 £
INCOMING RESOURCE	~FS				
Donations	2	37,737	1,267	39,004	64,238
Charitable Activities	3	61,468		61,468	59,022
Income from charitable activities:	tradi	ng		,	
Grants	4	20,249	_	20,249	32,888
TOTAL INCOMING RESOURCES		119,454	1,267	120,721	156,148
RESOURCES EXPENI	ED				
Costs of generating fund Fundraising and	ds:				
publicity	6	82,288	_	82,288	102,272
Charitable expenditures Costs in furtherance of	:				
charitable objects	7	27,936	_	27,936	38,760
Management and					
administration	8	5,382		5,382	5,845
TOTAL RESOURCES					
EXPENDED	9	115,606	_	115,606	146,877
NET INCOMING RESOURCES FOR					
THE YEAR	10	3,848	1,267	5,115	9,271
		3,040	1,207	3,113	7,271
Balances brought forward		12,025	(2,106)	9,919	15,235
Brought forward adjustm	ent	(1,665)		(1,665)	
Balances carried forward		14,208	(839)	13,369	24,506

The charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charity are classed as continuing.

BALANCE SHEET

31 MARCH 2019

		2019		2018
	Note	£	£	£
FIXED ASSETS Tangible assets	11		501	668
CURRENT ASSETS Cash at bank		14,473		11,368
CREDITORS: Amounts falling due within one year	12	(1,605)		(2,117)
NET CURRENT ASSETS			12,868	9,251
TOTAL ASSETS LESS CURRENT LIABILITIE	ES		13,369	9,919
FUNDS				
Restricted Unrestricted	13 14		(839) 14,208	(2,106) 12,025
TOTAL FUNDS			13,369	9,919

The directors are satisfied that the Charity is 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 accounts 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 accounts
- these accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.
- These financial statements have been prepared in accordance with the special provisions for small companies under the Companies Act 2006.

The Balance sheet continues on the following page.
The notes on pages 13 to 17 form part of these financial statements.

BALANCE SHEET (continued)

31 MARCH 2019

These financial statements were approved by the members of the committee on the 25 in 22 and are signed on their behalf by:

Vanessa Cłarke

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2019

1. ACCOUNTING POLICIES

Basis of accounting

The financial statements have been prepared under the historical cost convention, except for investments which are included at market value and the revaluation of certain fixed assets, and in accordance with Charity SORP FRS102, Charities Act 2011 and the Companies Act 2006.

Fund accounting

- Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity. Unrestricted funds include a revaluation reserve representing the restatement of investment assets at market values.
- Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.
- All incoming resources are included in the statement of financial activities when the charityy is entitled to the income and the amount can be quantified with reasonable accuracy.
- Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.
- Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these

Resources expended

- Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes including the charity's shop.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.

Depreciation

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

Equipment - 25% Reducing Balance Basis

2. DONATIONS

	Unrestricted	Restricted	Total Funds	Total Funds
	Funds	Funds	2019	2018
	£	£	£	£
Easy Funding	-	-	-	87
Donations & Other income	1,805	-	1,805	2,601
Katy Paints Faces	-	-	-	100
Youth First	35,932	-	35,932	40,736
Evening Standard				
Dispossessed Fund	-	1,267	1,267	19,569
Honor Oak Tenants &				
Residents Association	-	-	-	1,145
	37,737	1,267	39,004	64,238

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2019

3. CHARITABLE ACTIVITIES

	Unrestricted Funds	Restricted Funds	Total Funds 2019	Total Funds 2018
	£	£	£	£
999 Club	1,125	-	1,125	-
NCS The Challenge	-	-	-	42
North London Muslim				
Housing Association	13,003	-	13,003	10,964
Seetec	-	-	-	1,345
Metropolitan Housing Trust	47,340		47,340	46,671
	61,468	-	61,468	59,022

4.

	Unrestricted Funds £	Restricted Funds £	Total Funds 2019 £	Total Funds 2018 £
Axis Foundation	-	-	-	1,500
AmicusHorizon	-	-	-	6,860
Croydon Church Housing				
Association	5,800	-	5,800	5,100
London & Quadrant	9,602	-	9,602	13,079
Lewisham Homes	-	-	-	1,713
Lewisham Youth Service	4,847	-	4,847	-
Local Giving	-	-	-	636
The London Community				
Foundation	-	-	-	4,000
	20,249		20,249	32,888

6. CHARITABLE ACTIVITIES

	Unrestricted Funds	Restricted Funds	Total Funds 2019	Total Funds 2018
	£	£	£	£
Wages & Salaries	72,089		72,089	96,346
Social Security	6,217		6,217	
Professional fees	3,485		3,485	4,191
Depreciation	167		167	223
Advertising	330		330	1,428
	82,288		82,288	102,272

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2019

7. COSTS IN FURTHERANCE OF CHARITABLE OBJECTS

	Unrestricted Funds £	Restricted Funds	Total Funds 2019 £	Total Funds 2018 £
Charitable expenditure	27,936	_	27,936	38,760

8. MANAGEMENT AND ADMINISTRATION

	Unrestricted	Restricted	Total Funds	Total Funds
	Funds	Funds	2019	2018
	£	£	£	£
Office costs	4,532	-	4,532	4,995
Accountancy fees	850		850	850
	5,382	-	5,382	5,845

9. TOTAL RESOURCES EXPENDED

	Staff costs	Depreciation £	Other costs	Total Funds 2019 £	Total Funds 2018 £
Direct charitable			AT 0.2 <	AT 0.2 ¢	20.50
expenditure	_	_	27,936	27,936	38,760
Project costs Management and	79,971	167	3,815	83,953	102,272
administration		_	5,382	5,382	5,845
	79,971	<u>167</u>	<u>37,133</u>	<u>117,271</u>	146,877
The aggregate payro	oll costs were:			2010	2010

	2019	2018
	£	£
Wages and salaries	73,754	78,064
Social security costs	6,217	18,282
	79,971	96,346

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2019

9. TOTAL RESOURCES EXPENDED (continued)

Particulars of employees:

The average number of staff employed by the charity during the financial year amounted to: 11

	The average number of staff employed by the charity during the fina	ncial year amount	ed to: 11
		2019 No	2018 No
		2019 £	2018 £
	Other costs: Premises	2.760	2 702
	Legal and professional	2,760 850	2,793 850
	Other	33,523	46,665
		37,133	50,308
10.	OPERATING PROFIT		
	Operating profit is stated after charging:		
		2019	2018
	Donussistion	£ 167	£ 223
	Depreciation	107 ===	223 ===
11.	TANGIBLE FIXED ASSETS		
		Plant and macl	ninery etc.
	COST		
	At 1 April 2018 and 31 March 2019		<u>2,817</u>
	DEPRECIATION		• 4 40
	At 1 April 2018 Charge for the year		2,149 167
	•		
	At 31 March 2019		2,316
	NET BOOK VALUE		
	At 31 March 2019		501
	At 31 March 2018		668

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2019

12. CREDITORS: Amounts falling due within one year

	2019	2018
	£	£
Bank overdrafts	6	_
Other creditors	850	850
	856	850